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Despite the rain, 20,000 came to watch, play, eat, learn

U of T Day fills campus to the brim

by Patrick Donohue

In the morning sun on the back campus, five people in grey and black performed the slow, dignified gestures of Tai Chi to the sounds of blaring horns and raucous cheering from the homecoming parade.

U of T Day, Oct. 24, was that kind of day — a day of astonishing contrasts. It juxtaposed the silly and the solemn, state-of-the-art and ancient, erudite and earthy, sun and rain. The panoply of exhibits and events attracted an estimated 20,000 visitors, and organizers are calling it a fantastic success, says Marvi Ricker, director of community and public relations.

The Shriners led the parade that launched U of T Day with an outpouring of their usual boyish antics. At the judging stand in front of Knox College, the parade's grand marshal, Toronto's mayor Art Eggleton, sporting a U of T jacket, presented to President George Connell one of the new street signs designating U of T as an area of special interest within the city.

Then came the floats. Erindale copped first prize, for the third year in a row, with an elaborate "Twelve Days of Christmas" presentation that enumerated the gifts the college wants (more students, more parking space, more residences, more money, etc.). Another crowd pleaser, architecture's balloon-sprawling obelisk, won second prize. CFNY's Don Burns kept the crowd chuckling with such introductions as

this one for the dentistry float: "The tooth, the whole tooth and nothing but the tooth...."

Meanwhile, in the quadrangle of Whitney Hall, Chancellor John Aird and Provost Joan Foley were accepting a red oak presented to the University by Dean Rod Carrow on behalf of the Faculty of Forestry in honour of the day.

Even before the opening ceremonies were completed, crowds were swarming into the exhibits and open houses. Engineering and medicine, each with more than 5,000 visitors, were packed shoulder-to-shoulder throughout the day. Favourite exhibits in engineering were the flight simulator, the paper dart flying at 400 mph and the SLOWPOKE reactor. In medicine, visitors nibbled on samples of high-fibre bread, lined up for diet analysis, reflex testing and blood tests and watched demonstrations of rehabilitative and diagnostic equipment.

It was a startling change of pace to cross Queen's Park and sample the monastic peace of the Centre for Medieval Studies where "monks" and "nuns" in traditional robes worked intently on manuscript illuminations while the aroma of mulled cider and the sounds of medieval music wafted through the air.

By noon, drizzle had forced many of the street entertainers on St. George indoors but few events were cancelled. Zeb the robot enchanted crowds of admirers with his plucky quips, inviting kids to hug him and blowing up balloons for them. TVOntario's "Polkaroo" was another target of many eager pokes and queries.

Undaunted by the weather were the intrepid athletes in Erindale's croquet tournament and the waiters from local restaurants who raced around the circle from UC to Simcoe Hall, carrying trays

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Joan Foley, U of T's vice-president and provost, got a hug from Polkaroo at U of T Day. Little did she know that behind the polka dots lurked assistant vice-president Dan Lang. Polkaroo and Humpty (here, Lang's daughter Katie) are characters from TVOntario's children's show "The Polka Dot Door".

UTFA sponsors symposium on governance

"Gambling with Governance" is the theme of a symposium organized by the University of Toronto Faculty Association to examine the proposal for changes suggested by the Executive Committee of Governing Council.

The symposium will be held from 4 to 6:30 p.m. in the East Common Room of Hart House on Thursday, Nov. 12. Speakers will include John Brown, principal of Innis College, Roger Beck, associate dean (humanities and part-time studies) of Erindale College, Frank Cunningham, chair of the Department of Philosophy, Michael Charles, vice-dean of engineering, Michael Marrus of the Department of History, a member of the Executive Committee, and Bill Nelson of the Department of History.

All members of the University community are invited.

Forum protests underfunding, but are the politicians listening?

by Mark Gerson

Canadian universities, faculty members and students can expect more cooperation between the federal and provincial governments on their behalf, but not increased funding for post-secondary education or the national advisory agency many have been seeking.

That was the message reporters were given by Secretary of State David Crombie and Manitoba education minister Roland Penner at a press conference following last month's National Forum on Post-Secondary Education in Saskatoon.

The 550 university, faculty, student,

government, business and labour representatives invited to the forum had received a different message an hour earlier, when former Queen's principal Ronald Watts, reporting on the discussion that had taken place in 22 concurrent workshops over two days, said there had been a strong consensus on the "importance of adequate resources" and on the need for a national council on post-secondary education "established by both levels of government together".

However, both Crombie and Penner, who is also chairman of the Council of Ministers of Education, Canada, refused to commit themselves on these issues.

(Penner is known to favour a stronger role for the CMEC in post-secondary education, and observers believe that he may try to meet the demand for a national agency with a strengthened council.)

"I'm underwhelmed by those who argue that all we need is more money," Crombie told reporters. "If money was the only problem, rich families would be happy."

Crombie promised to work with provincial ministers on solutions to specific problems, such as student aid, accessibility, foreign students and the lack of

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Educationists press for new agency

Continued from Page 1

reliable statistical information on higher education, but insisted, along with Penner, that discussion of a new agency was premature.

The remarks disappointed forum participants and angered opposition MPs. The ministers "showed a cynical disregard of what this forum said," charged Howard McCurdy, the NDP's critic for post-secondary education. He said a post-secondary system "wounded" by underfunding would put Canada at a disadvantage in its attempts to compete with the US under a free-trade agreement.

Tony Macerollo, head of the Canadian Federation of Students, agreed that the federal and provincial ministers "need to work on an issue-by-issue basis," but he maintained that a national council "that is neither federal nor provincial" would create a "more sane atmosphere" for the discussion of those issues.

"Just because the principals get along now doesn't mean they always will or that a change of players won't alter things," he said.

Although the CFS, the Association of

Universities & Colleges of Canada and the Canadian Association of University Teachers each came into the forum with its own proposals for a national advisory agency, all have agreed to support the version put forward by Liberal post-secondary education critic William Rompkey.

His private member's bill would set up a Canadian post-secondary education council to advise both levels of government. Its 16 members, all government appointees, would include representatives from all sectors of society. The bill, Bill C-228, is expected to come up for debate in the House of Commons later this month.

Even those at the forum who were less enthusiastic about the creation of a new agency agreed that the "federal/provincial malaise" was at the root of many of the problems facing post-secondary education in Canada, and that it was time to end "jurisdictional bashing".

New cooperation

Organized as it was by both levels of government, the forum itself was viewed by many as symbolic of a new spirit of cooperation. But even this jointly sponsored event wasn't free of intergovernmental tension.

Alberta's advanced education minister, David Russell, was the only provincial minister to stay home (New Brunswick's hadn't been appointed). Although Russell sent two MLAs in his place, he dismissed the forum in a *Globe and Mail* interview as "ripe for collecting dust on shelves". Talk in forum corridors was that Russell was annoyed at the leading role played by the federal government in the event.

And throughout the four-day event, Roland Penner regularly chided the federal government for its restrictions in the growth of EPF (Established Programs Financing) — restrictions, he said, that would "squeeze" a "staggering \$1.6 billion" out of post-secondary funding by 1990-91.

Funding and the need for more of it played a dominant role in most workshops, despite — or perhaps because of — allegations by the Ontario Confederation of Faculty Associations that forum organizers were being "manipulative" and trying to "play down" the issue.

If they were trying, they didn't succeed. In his keynote address opening the forum, businessman Maurice Strong called for "accelerated" spending on education.

"If we were to face a war," he said, "we would certainly find the money. The challenge we now face in revitalizing and revamping our educational system is, if less dramatic, even more important to the future of Canada than any of the wars we have fought."

Four days later, Ronald Watts was urging participants to convince government and the public of the need for increased funding, "and that what is spent is well spent." However, he warned them that more money wouldn't necessarily mean enough money, and that "hard choices" would still have to be made.

Funding was also an issue in the accessibility debate. "I find it extraordinarily bizarre," said John Evans of Memorial University, president of the Canadian Association of University Teachers, "that we keep asserting how important education is for even more people; yet we can't get the resources to provide it."

"The system seems to be contracting because of quotas and higher entrance requirements," said Matt Certosimo, a political science major at Wilfrid Laurier University and former head of the Ontario Federation of Students.

"Higher entrance requirements are not necessarily bad," he said. "There's nothing wrong with good students, but we should set appropriate standards and fund the system accordingly." Finances, not educational standards, are now determining who is qualified, Certosimo said. According to Harry Arthurs, president of York University, Canada is in the midst of an "accessibility crisis" that is likely to get worse. "Unfortunately, the people who have always lost out, like immigrants, the working class and the disabled, will lose again," he said.

Members of some of those under-represented groups were at the forum, and they had harsh words for Canada's colleges and universities.

Minority groups

"This debate has no relevance to my people," said Edward John, chief of British Columbia's Carrier-Sekani Tribal Council. "Only 11 percent of them have graduated from high school, only four percent from university. We're one of the most studied groups in North America, and we've seen no benefit from it."

For Paul Gallagher, one of the forum organizers and president of Vancouver Community College, "it was startling to hear so many people observe, often with tremendous passion, that what we were discussing had no meaning for them, that post-secondary institutions did so little for them."

Women, too, complained that universities were not meeting their needs. Universities should be setting up women's studies departments as well as weaving feminist scholarship into all aspects of their curriculum, said former British Columbia MLA Rosemary Brown, who now holds the chair in women's studies at Simon Fraser University. And they should be providing the financial support, child care and role models needed to make women and minority groups feel more comfortable, she said.

Universities should also be encouraging women to go into high-technology programs, said Ann Bell, president of Newfoundland's Advisory Council on the Status of Women. She noted that few women choose engineering studies, and those who do are often greeted with Playboy pinups on classroom walls and offensive stories and cartoons in engineering student newspapers.

"Of course socialization is a big factor," she said. "But where is the leadership in our institutions?"

Others pointed to the lack of services and poor selection of courses for part-

time university students. Evening courses are rarely in "those professional programs that everyone says are so vital to our future," complained Marian Croft, director of continuing education at Laurentian University.

Part-time students are often limited to arts courses or forced to choose from expensive non-credit courses that provide no academic credentials, she added.

Some business executives wondered if a more accessible system would lead to an over-supply of over-educated people who would all demand higher salaries — should they be able to find jobs. But they quickly found themselves under attack by educators.

"Is the taxi driver with a PhD over-educated for living?" countered Penny Moss, executive assistant to the Ontario Federation of Women Teachers Associations and a former Toronto school trustee. "I thought we saw education as being of general value to the individual, not as simply leading to a job."

Whatever their views on over-education, forum participants agreed that universities should be dispensing a general education and leaving specialized training to community colleges and employers.

There was a consensus that "we must produce people whose minds are sound before they are filled" and a yearning for a "new kind of classical curriculum" that would combine courses in philosophy, languages, literature, the arts and history with those in technology, communications and computer science and that would be sensitive to environmental and peace concerns.

Students, they said, need to be taught flexibility, analytical skills, judgement and a sense of ethics — and university professors need to be taught how to teach.

Many forum participants arrived in Saskatoon on Oct. 25 with considerable cynicism. Some saw it as window-dressing — at \$2 million, a cheap way for governments to demonstrate concern. Others believed there would be much talk and little action. But when they left four days later, most were convinced that it had been a worthwhile experience, if only for the views exchanged and problems identified.

Whether that change of heart was justified will depend on what happens over the next few months in Ottawa, the provincial capitals and in the institutions themselves and their communities. An early indication could come in February, when the Secretary of State meets with the CMEC to discuss the dozens of issues raised at the forum.

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Changes urged in FEUT by provostial review committee

A provostial committee has strongly recommended that the *status quo* not be allowed to continue at the Faculty of Education.

The level of funded research has not increased significantly in the faculty in the past five years, the committee's report notes. Collaboration between FEUT and the Ontario Institute for Studies in Education would improve this situation.

Integration with OISE is recommended as long as it is complete and as long as excellence in programs, research and field work is the major aim of the integrated body. As well, there should be a strong University presence in the control of academic programs and standards in the new institution, and

adequate funding should be guaranteed.

The committee also suggests that a reorganization of the faculty's operations be undertaken so that the demands on instructors in the BEI program do not interfere with their research.

A full review by the faculty of its current programs is recommended so that program options can be implemented that will ensure quality. A renewal staffing plan should reflect program changes to be undertaken by the faculty, says the report.

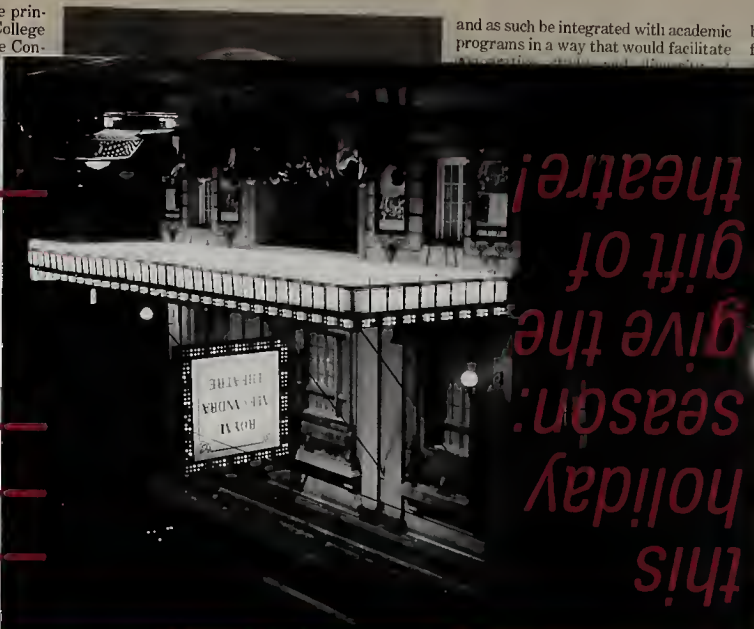
Chairman of the review committee was Vice-Provost James Keffer. The report was presented to the Academic Affairs Committee on Nov. 5 for information.

University should take more notice of undergraduates: New College

A response by the principal of New College to President George Connell

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by older, more experienced and differently experienced students." Some attempt should be made to duplicate the residence experience in part for those students for whom there is no residence accommodation, says the response.



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The Ontario Labour Relations Board will rule later this month on an unfair labour practices charge against the University. A three-member panel of board members heard arguments on Sept. 27 from the University, the Canadian Union of Public Employees and the University of Toronto Staff Association. The complaint was filed on Sept. 14 by CUPE on UTSA's behalf following a decision by the University to suspend UTSA's access to the campus mail system. The suspension was imposed when UTSA refused to give the University a written undertaking not to use internal mail to distribute literature supporting union certification.

Staff association president David Askew said CUPE and UTSA will apply to the labour board in four to six weeks for a supervised certification vote among U of T's 3,000 administrative staff.

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tional individuals) but to produce many graduates who return to their communities with a special sense of how ideas matter."

U of T could do more to enrich the lives of the citizens of Toronto, says the response, if it reached out instead of existing in "a kind of self-imposed internal exile".

Emphasizing the idea of a university as a community of scholars, the response suggests that student residences be considered as educational settings

departments as anthropology, history, political science and sociology; ethnic chairs in Ukrainian, Hungarian and Estonian; and the Centre for South Asian Studies. It will involve research, seminars, workshops, conferences and lecture series.

A detailed proposal for the professorship and the program will be presented to the University this year, says Vice-Provost Anne Lancashire. In keeping with the multidisciplinary and cross-cultural nature of the professorship, it

Bronowski lecture on AIDS

New College's Bronowski memorial lectures traditionally mix the arts and the sciences by exploring the impact of science on the imagination or the social consequences of scientific discoveries. Past lecturers include Carl Sagan, Gerhard Herzberg, John Polanyi, Freeman Dyson and Ruth Hubbard. This year the college decided to look at AIDS — not from the perspective of a scientist, but from that of a historian of ideas.

Professor Sander Gilman of the Cornell Medical School will speak on the public image of the AIDS patient, which he regards as an epidemic, at 8 p.m. on Nov. 19 in Wetmore Hall.

"The lecture is not going to tell people how to avoid getting AIDS," said Principal Ted Chamberlin, "but it's going to make them think about the nature of the disease and perhaps how society and individuals in it should think of how they're responding to the menace it represents, about how the idea of what AIDS is is constructed by the media."

Dr. David Smith, director of the Health Service, said such an approach is badly needed. "People have to understand how not to get the disease," he said. "Then we have to work on their attitudes and fears. Some regard it as a disgusting disease that affects only 'queers and junkies'. Some want to ostracize anyone who is carrying the virus. Some want mandatory testing. This disease has created panic. I think it's extremely important that we monitor the perceptions of the population. There's a behavioural problem in society."

Chair, research fund to honour John Polanyi

U of T has recently received two major gifts in honour of Nobel laureate John Polanyi.

The Natural Sciences & Engineering Research Council has contributed \$500,000 to endow a chair named for Polanyi, and the Jackman Foundation has given \$1 million for the establishment of a fund for research in the natural sciences, the interest from which will support Polanyi's work.

The gifts were announced by President George Connell and Dr. Arthur May, president of NSERC, at the Oct. 25 Royal Canadian Institute lecture in which Polanyi described the research that led to his winning of the Nobel Prize for chemistry in 1986.

The chair is the first that NSERC has endowed. The balance of the \$2 million endowment needed for the chair will be sought in the University's forthcoming fundraising campaign.

Eric Jackman, chairman of the Jackman Foundation, said that by establishing a research fund, the foundation hoped both to acknowledge the extraordinary achievement of Polanyi and to enable U of T graduate students to follow in his footsteps while remaining in Canada.



Remembering

Visitors to Soldiers' Tower on Wednesday, Remembrance Day, will find this picture of the 1915 Mulock Cup winners hanging in the Memorial Room, which will be open from 10.15 a.m. to 12.30 p.m. One of the members of that team, Bob Burton, now 92, back row, sixth from left, will lay a wreath for old comrades at the memorial service, to be held outside the tower from 10.20 to 11.05 a.m. Seven of his 16 team-

mates were dead by 1919, killed in action. Their names are carved in stone on the walls of the tower, along with those of 1,160 others from U of T who lost their lives in the two World Wars. There has been a service on Remembrance Day at U of T every year since 1919. Soldiers' Tower, completed in 1924, was built with funds raised by the University of Toronto Alumni Association.

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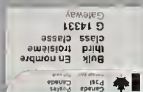
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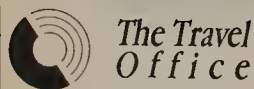
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University should take more notice of undergraduates: New College

A response by the principal of New College to President George Connell's *Renewal 1987* deplores the "second-class status of undergraduate education at the University of Toronto" and urges the president to do away with the special procedures that exist for faculty to be admitted to the School of Graduate Studies.

"It is not only an absurd system, but also one which reinforces the prevailing (and pernicious) view that undergraduate education is a kind of preliminary to the really serious educational enterprise of the university," says the response, which was prepared by J.E. Chamberlin in consultation with a committee of faculty members, staff, students and alumni. "If we do not feel that those to whom we grant tenure should teach graduate students, we should not grant them tenure. We certainly should not let them continue to teach undergraduates. ... The present system is outrageous and insulting."

The response observes that U of T's many undergraduates can ultimately have a stronger impact on society than the comparatively small number of post-



J.E. Chamberlin, principal of New College

graduates it turns out. "The real challenge facing this university is not to produce a few John Polanyis (ultimately all we can do anyway is provide a nourishing environment for such exceptional individuals) but to produce many graduates who return to their communities with a special sense of how ideas matter."

U of T could do more to enrich the lives of the citizens of Toronto, says the response, if it reached out instead of existing in "a kind of self-imposed internal exile".

Emphasizing the idea of a university as a community of scholars, the response suggests that student residences be considered as educational settings

and as such be integrated with academic programs in a way that would facilitate cooperative study and diversity of educational experience. "Some of the best teaching that goes on at this university is undertaken in an informal way

by older, more experienced and differently experienced students." Some attempt should be made to duplicate the residence experience in part for those students for whom there is no residence accommodation, says the response.

Federal funding announced for program in ethnicity

Secretary of State David Crombie has announced that in 1988 the federal government will contribute \$350,000 to the endowment of a designated U of T professorship and program in ethnicity, immigration and pluralism studies. U of T's will be the first federally funded university program with a broad, thematic approach to ethnicity rather than a limited focus on one ethnic culture.

Crombie said the U of T program would help Canadians to appreciate the positive aspects of pluralism and gain a better understanding "of the quality of Canadian citizenship". By highlighting multiculturalism, the program should help show the world that Canada is "a country that knows how to bring people together".

The remainder of the funding required for the endowment is expected to be raised by the University's fundraising campaign.

The program will draw on such departments as anthropology, history, political science and sociology; ethnic chairs in Ukrainian, Hungarian and Estonian; and the Centre for South Asian Studies. It will involve research, seminars, workshops, conferences and lecture series.

A detailed proposal for the professorship and the program will be presented to the University this year, says Vice-Provost Anne Lancashire. In keeping with the multidisciplinary and cross-cultural nature of the professorship, it

will probably be in different departments at different times, according to the particular skills and interests of each incumbent.

Ruling reserved on CUPE, UTSA complaint

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Professor Sander Gilman of the Cornell Medical School will speak on the public image of the AIDS patient, which he regards as an epidemic, at 8 p.m. on Nov. 19 in Wetmore Hall.

"The lecture is not going to tell people how to avoid getting AIDS," said Principal Ted Chamberlin, "but it's going to make them think about the nature of the disease and perhaps how society and individuals in it should think of how they're responding to the menace it represents, about how the idea of what AIDS is constructed by the media."

Dr. David Smith, director of the Health Service, said such an approach is badly needed. "People have to understand how not to get the disease," he said. "Then we have to work on their attitudes and fears. Some regard it as a disgusting disease that affects only 'queers and junkies'. Some want to ostracize anyone who is carrying the virus. Some want mandatory testing. This disease has created panic. I think it's extremely important that we monitor the perceptions of the population. There's a behavioural problem in society."

Chair, research fund to honour John Polanyi

U of T has recently received two major gifts in honour of Nobel laureate John Polanyi.

The Natural Sciences & Engineering Research Council has contributed \$500,000 to endow a chair named for Polanyi, and the Jackman Foundation has given \$1 million for the establishment of a fund for research in the natural sciences, the interest from which will support Polanyi's work.

The gifts were announced by President George Connell and Dr. Arthur May, president of NSERC, at the Oct. 25 Royal Canadian Institute lecture in which Polanyi described the research that led to his winning of the Nobel Prize for chemistry in 1986.

The chair is the first that NSERC has endowed. The balance of the \$2 million endowment needed for the chair will be sought in the University's forthcoming fundraising campaign.

Eric Jackman, chairman of the Jackman Foundation, said that by establishing a research fund, the foundation hoped both to acknowledge the extraordinary achievement of Polanyi and to enable U of T graduate students to follow in his footsteps while remaining in Canada.



Remembering

Visitors to Soldiers' Tower on Wednesday, Remembrance Day, will find this picture of the 1915 Mulock Cup winners hanging in the Memorial Room, which will be open from 10.15 a.m. to 12.30 p.m. One of the members of that team, Bob Burton, now 92, back row, sixth from left, will lay a wreath for old comrades at the memorial service, to be held outside the tower from 10.20 to 11.05 a.m. Seven of his 16 team-

mates were dead by 1919, killed in action. Their names are carved in stone on the walls of the tower, along with those of 1,160 others from U of T who lost their lives in the two World Wars. There has been a service on Remembrance Day at U of T every year since 1919. Soldiers' Tower, completed in 1924, was built with funds raised by the University of Toronto Alumni Association.

Rain deterred few spectators at U of T Day

Continued from Page 1



SAC president Ellen Ladowsky stands beside George Connell, U of T's president, at the U of T Day parade. At far left, the town crier lends weight to the occasion.

with glasses of Kool Aid on them. Piping hot pizzas, from ovens set up in a tent near the Medical Sciences Building, helped spectators ward off the chill.

The Society for Creative Anachronism's demonstration in the UC refectory became a family event. While toddlers potttered around and parents lunched, jousts saluted the ladies who inspired them and proceeded to whack each other.

Upstairs, at the Humanities Research Fair in the East and West Halls, one display that stimulated considerable curiosity was Professor Randall McLeod's portable collator. Its mirrors enable a proof reader to spot discrepancies between two different printings of a text. Some visitors, turning from the collator, thought they were seeing double when they spotted identical twins explaining the Dictionary of Old English and writing out visitors' names in the ancient runic alphabet. Children were delighted with the collections of medieval-style illustrations for colouring given out at the Records of Early English Drama display.

The children's tent on the back campus was thronged all day with eager audiences for puppet and magic shows. Participants in events like the mummy-wrap received prize hats, toy cars and puppets donated by businesses. For the

frisbee contest, a large contingent of youngsters braved a downpour. So did the PLS players in their spirited production of *Robin Hood*, performed on the grass in front of Hart House.

The medieval theme of many aspects of the day prompted one visitor to reflect that the power of bilocation — a quality that supposedly allowed certain medieval saints to be in more than one place simultaneously — would have come in handy. Without some such magic, no one person could have taken in all these events, not to mention lectures at the Faculty of Library & Information Science, singing at Hart House, performances of student ensembles in the lobby of the Edward Johnson Building, booksales at various locations, seminars at the Faculty of Management, etc.

By four o'clock, the time when U of T Day was supposed to end, most open houses were still going strong. The campus was beginning to have an after-the-party look with wet balloons snagged in branches and banners sagging lopsidedly. A parent tugging two children up St. George Street towards the subway succumbed to an enormous yawn. A volunteer wearing a U of T Day button smiled sympathetically. "Exhausting, wasn't it?"



Erindale students in pajamas pushed a bed along the parade route to demonstrate their need for more residence space.

Review committees

Life sciences and physical sciences, Scarborough

Committees have been established to review Scarborough's Division of Life Sciences and Division of Physical Sciences. According to University policy, all departments (and in Scarborough's case, divisions) must undergo a review at the end of a chair's term.

The terms of office of Professor Joan

Grusec, life sciences, and Professor John Perz, physical sciences, end June 30, 1988.

Terms of reference

1. to assess the quality of the teaching and research programs carried out by the faculty of the division;
2. to identify strengths and weaknesses in these programs;
3. to comment upon the administrative arrangements within the division;
4. to make recommendations for future developments in the division.

Committee membership, life sciences

Professor T.C. Hutchinson, Department of Botany (chair); Professors A.S. Fleming, Department of Psychology, Erindale; and M.C. Smith and A.H. Weatherley, Division of Life Sciences, Scarborough.

Committee membership, physical sciences

Professor K.G. McNeill, Department of Physics (chair); Professors J.R. Percy, Department of Astronomy, Erindale; and T.T. Tidwell and J.S. Halperin, Division of Physical Sciences, Scarborough.

All members of the University community are welcome to submit their comments to any member of the review committees.

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Arts & science to review English proficiency testing

Robin Armstrong, dean of the Faculty of Arts & Science will appoint a committee to review the effectiveness and usefulness of English-language proficiency testing and report back by the fall of 1988. The General Committee of the faculty approved the creation of the committee Nov. 2.

Vice-Dean Craig Brown said committee membership would be announced in several weeks. The group will consider the effectiveness of past proficiency testing and the need for it in future in the light of the introduction to the secondary school system of the Ontario academic courses, a university preparatory program designed by the Ministry of Education. This is the first year that secondary school graduates have come to the University with OAC credits in English.

The faculty suspended English profi-

ciency testing last summer in order to meet budgetary requirements for reduced spending. The proficiency test cost about \$50,000 a year to administer. The moratorium on testing will continue through 1988-89 in anticipation of further financial restraint, Brown told the General Committee.

In addition to the new committee on English testing, the faculty has formed a group to examine the impact of the OACs. It will hold its first meeting later this month, Brown said.

The English test, designed to assess and help maintain basic writing skills, was administered first in 1980. Everyone entering the faculty was required to take it within two years of admission. Those who failed were required to repeat the test successfully or pass a course in English as a second language.

Meech Lake accord scrutinized at symposium

by George Cook

Last May, when President George Connell decided to organize a national symposium on the Meech Lake accord, he knew there was an element of risk. The prime minister and premiers had agreed in principle to a series of constitutional amendments, but the final round of negotiations had yet to occur. And even if a deal were struck, it would still have to be ratified by the House of Commons, the Senate and the 10 provincial legislatures.

As it turned out, the Oct. 29 symposium could not have been better timed. The Meech Lake accord was endorsed by the House of Commons on Oct. 26 and will soon be the subject of debate in the Senate and several provincial legislatures, including Ontario's.

About 100 people from across Canada gathered in the Council Chamber of Simcoe Hall for the one-day event. The original intention was to bring a much smaller number of people together for a seminar discussion, but as word of the gathering spread the number interested in participating grew.

The president chaired the organizing committee, made up of Robert Prichard, dean of the Faculty of Law, Marsha Chandler, chair of the Department of Political Science, James Pesando, director of the Institute for Policy Analysis, Professor Stefan Dupré of political science and Professors David Beatty, Carol Rogerson and Katherine Swinton of law.

"I think it's a good thing for the president to be associated with an intellectual enterprise of this kind. It is different from the daily fare of the office," Connell said. "But more important than the involvement of the president is that this kind of thing take place."

Southam Inc. and the province provided financial support to cover the cost of bringing the group to Toronto for the one-day event. "I know Southam to be a public-spirited corporation and thought it would be the ideal sponsor," Connell said.

Participants

The participants included legal scholars, political scientists, economists, sociologists and historians. Among them was Professor Paul Weiler of the Harvard law school, next year's Claude T. Bissell visiting professor of Canadian-American relations. Several senior civil servants were in attendance, among them Mary Dawson, assistant deputy minister in the federal Department of Justice, Gary Posen, deputy minister of the environment for Ontario, and Norm Spector, secretary to the federal cabinet on intergovernmental relations. At least two of the participating civil servants have particularly close ties to the University: former vice-president (institutional relations) David Cameron, m.w. Ontario's

deputy minister of intergovernmental affairs, and former provost Frank Iacobucci, now federal deputy minister of justice.

The agenda for the day included the presentation of papers by members of three panels. The first two groups dealt with the impact of the accord on Quebec as a "distinct society" and on national institutions and spending powers. The third, entitled "Constitutional Visions", was designed to encourage discussion of the nature of Canada in the years ahead. The papers are to be published later this year.

The symposium contributed a great deal to national understanding of contemporary constitutional issues and future directions, Connell said. While the Meech Lake accord is not without critics, the general tenor of the discussions was supportive. Most of the participants appeared to view Meech Lake as the "logical, perhaps necessary outcome" of the 1982 Constitution Act, the president said. "Some of the imperfections can be attributed to the particular sequence of events" that led to the accord, he added. Moreover, the Meech Lake changes do not bring the amending process to a close, nor should they detract from the legislative avenues available for the realization of national policy.

Reaction

Interviewed after the event, other U of T participants had a wide range of reactions to the analyses and opinions expressed in the course of the day by panelists and others.

Dupré said that most participants left the symposium with their assessments of the accord unchanged and their differences unresolved. "And there shouldn't be anything surprising about that. More often than not, when one

gets into matters of constitutional change, positions are formed and they are very deeply ingrained."

He identified at least three broad categories of opinion: those who deplore the accord, those who praise it unequivocally and those who welcome it in general, but are critical of specific aspects.

However, it is clear that constitutional scholars have grown increasingly sensitive to the "grave misgivings" with which many interest groups greeted the process of constitutional amendment by first ministers, "notwithstanding the fact that the Constitution Act of 1982 gave them [the prime minister and premiers] a central role."

Professor Peter Russell of political science said the process that led to the agreement remains a source of concern to many academics. The symposium underscored the contradiction between the negotiations among the first ministers that led to the accord and the constitution's growing importance to all citizens.

Canadians have quickly learned to take constitutional change very seriously, and it is becoming clear they do not believe that 11 men, meeting in private, ought to decide the constitutional future of the country without reference to the people.

However, Russell was critical of some interest groups, particularly those who address the concerns of women. They showed "an insensitivity to the broad needs of Canada and were particularly self-interested", he said.

Several participants were impressed by a paper presented by Professor Alan Cairns of the University of British Columbia's political science department. As one participant noted, Meech Lake represents a shifting of powers between governments, rather than the inaugura-

tion, by the people, of a particular form of rule.

Professor Raymond Breton of sociology said that the symposium was not specifically designed as a forum for debate, but that an underlying debate took place as speakers analyzed the implications of the Meech Lake amendments for the Charter of Rights, such as the designation of Quebec as a distinct society. "I'm not sure those who said that the accord doesn't affect the implementation of the charter convinced those who believe that parts of the charter are threatened by elements of Meech Lake."

View from Quebec

Russell said the view from Quebec is not that Meech Lake was a victory for French Canada but that it represents a "tenuous compromise", a stepping back from the province's traditional ambitions for special status.

Nevertheless, the participants from Quebec were particularly supportive of the accord, Prichard noted. "The most striking feature of the symposium for me was the eloquent and passionate articulation by our Francophone colleagues of the importance of the accord to Quebec," he said.

Professor Deborah Coyne of law, a founding member of the Canadian Coalition on the Constitution, many of whose members have expressed serious reservations regarding the Meech Lake amendments, said she was not reassured by the symposium. Many academic analysts deal with the accord as if it were a *fait accompli*, but just the opposite is the case. "It isn't game over," she said. Rather, the task at hand is to bring the people of Canada into the debate and to protect the central government's power to develop and implement national policy.

Georgina Anderson wins Chancellor's Award

by Judith Knelman



A beaming Georgina Anderson at her daughter's graduation

Georgina Anderson, a graphic artist at Erindale known for involvement far beyond the boundaries of her office, was cleaning out some drawers at home last year when she came upon a poem she had written 20 years ago. A typical stanza is:

*Life is a fleeting thing
Over before we know
For all our rushing round
What will we have to show?*

She thought about what had prompted her to write it, then decided she was ready to retire at 63. She felt she'd done her share of rushing round and staying late to get things out on time.

That is documented by the citations that led to her being named the winner of the 1987 Chancellor's Award. Given by the University of Toronto Alumni Association, the award recognizes a long, distinguished contribution by a staff member of the University. It will be presented at the Nov. 19 Convocation, with a dinner in her honour to follow some time in December.

Anderson had been a graphic artist at Erindale for 19 years when she retired last September. She recently received the Erindale College Service Award for her outstanding contribution to the quality of life at the college.

Her job, ostensibly, was to make life easier for professors who needed illustrations for lectures, articles, books, manuals, etc. But Anderson, who thrives on responding in double-quick time to unusual requests, soon found herself doing not only drawings, graphs, maps, charts and cartoons but pro-

grams, invitations, signs and party decorations, and finding it all great fun.

She began as a part-time employee, then was hired full-time in September 1969. In November her husband died, and the job took on an even greater importance in her life: it saved her from depression. She threw herself into college activities. "I enjoyed doing things like helping the students decorate for the language-club dances. I painted huge murals for them on my own time, and it helped fill my evenings. It gave me a social life — we'd all mix in and we had wonderful times."

"It was such fun when the college was smaller and there was a smaller student body," she said wistfully. "The students were so warm and friendly. We were just like a family. It still retains that. They're a nice bunch."

The college grew, and her activities expanded. Then the budget shrank, and Anderson found herself working alone, but with none of the demands on her reduced. In a nomination letter written before her retirement, Principal Desmond Morton said: "I hope that her nomination will serve as our recognition of her devotion. Winning the award would be a message to the entire university of how dependent we are on Georgina and so many like her."

Staff and faculty at Erindale praised her for her creativity, industry, enthusiasm and sense of humour. "We all appreciate our unofficial artist- and poet-in-residence, who has made many days much brighter," said Professor P.J. Pointing of zoology.

Book on women in medicine

As part of the celebration of the admission of women to the University of Toronto in 1884, and the graduation of the first woman from a medical school in Toronto a year earlier, a history of women associated with the faculty as students, staff and professors was begun in 1984. The result is *Women and Medicine at the University of Toronto since 1883 — a Who's Who*, which contains 320 entries compiled by Rose Sheinin and Alan Bakes. Proceeds from the sale of the book, which is available from the dean's office in the Medical Sciences Building, will go to establish a research fund for the study of women in medicine and the medical sciences in Canada.

Art thieves hit UC

The recent theft of two Barker Fairley paintings from University College points up the need for expensive new security measures that the college can ill afford, says Principal Peter Richardson.

On Sunday, Oct. 18, two paintings — a portrait and a landscape with a total insured value of \$11,500 — were discovered to be missing from a classroom on UC's first floor. The theft occurred about six weeks after the theft of five paintings by A.Y. Jackson and one by Arthur Lismer from the Faculty Club's Barker Fairley Lounge.

Review committees

Arts & science

Review committees have been or are being established for the Departments of Astronomy, Geography, Italian Studies and Philosophy in the Faculty of Arts & Science.

The committees would be pleased to receive comments and submissions from interested persons. These may be submitted to Prof. R. Craig Brown, vice-dean, 2020 Sidney Smith Hall.

The paintings stolen from UC had been screwed to the wall. New security measures for the art collection at the UC Union had already been drawn up when the theft was discovered. But the college building's art collection would require much more elaborate security than that suitable for the Union.

Although declining to give full details on the current security measures in effect at UC, Richardson says the college has been consulting experts on various options for substantial improvements to security. One problem is that although a recently approved art policy for the University requires divisions to provide security for their collections, money to do so is not available from the central administration.

Richardson says the college intends to keep its collection distributed throughout the building. To consign the collection to "a locked room somewhere would defeat our purpose."

He said, however, that the theft would force the college to form more stringent rules about the provision of keys to faculty and the use of the building outside "normal operating hours". These regulations would undoubtedly have a detrimental effect on UC's ability to host conferences, he said.

PERSONNEL NEWS

Pension Contribution —

Eligible Unionized Staff
This is a reminder that the 12-month pension contribution holiday for unionized staff who were members of the pension plan on July 1, 1986, ended Oct. 31. Effective with the November pay, employee pension contributions will be deducted from all unionized staff who are members of the pension plan.

1987 Tax Return

Last year more than 800 T4/T4As were returned to the Payroll Department because of incorrect addresses. Many more T4/T4As had to be amended to correct social insurance numbers.

To avoid delays or problems in filing your 1987 tax return:

1. Check the social insurance number recorded on your pay statement. Please advise the Human Resources Department if a correction is required. You may use a personnel information change form (PICF) to do this.
2. If you have moved in the last year please advise the Human Resources Department of your new address by using a PICF available from your department.

Please note that all PICFs should be received by the Human Resources Department by November 27.

Job Openings

Below is a partial list of job openings at the University. The complete list is on staff

bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharkharian; (4) Christine Marchese; (5) Margaret Graham; (6) Sandra Winter; (7) Dagnar Mills; (8) Janice Draper.

Alumni Information Analyst
(\$27,430 — 32,270 — 37,110)
University College (3)

Annual Giving Officer
(\$27,430 — 32,270 — 37,110)
Private Funding (6)

Applications Programmer Analyst II
(\$25,970 — 30,550 — 35,130)
Applied Science & Engineering (9)

Applications Programmer Analyst III
(\$31,990 — 37,640 — 43,290)
Graduate Studies (6)

Audio Visual Technician I
(\$17,670 — 20,790 — 23,910)
Media Services, Erindale, seasonal, Sept. to May (7)

Clerk IV
(\$19,270 — 22,670 — 26,070)
Medicine (1)

Clerk Typist III
(\$17,670 — 20,790 — 23,910)
Economics (4)
Ophthalmology, 50 percent full-time (1), Clinical Biochemistry, 50 percent full-time (1)

Computer Shop Service Manager
(\$22,350 — 26,300 — 30,250)
U of T Press, Bookstores (9)

Draftsman IV
(\$31,990 — 37,640 — 43,290)
Physical Plant (1)

Internal Auditor
(\$27,430 — 32,270 — 37,110)
Internal Audit (1)

Library Technician III
(\$18,632 — 19,480 — 20,350)
Order Department, Roberts Library (send résumés to J. Feyerer, Manager, Personnel Services, Roberts Library)

Library Technician III
(\$16,190 — 19,050 — 21,910)
Architecture (6), Library, Scarborough, three part-time positions (7)

Programmer IV
(\$39,430 — 46,390 — 53,350)
Physical Plant (1)

Project Administrator
(\$39,430 — 46,390 — 53,350)
Business Information Systems, two positions (3)

Resident Steward
(\$19,270 — 22,670 — 26,070)
Erindale (7)

Secretary I
(\$17,670 — 20,790 — 23,910)
Mechanical Engineering (9)

Secretary II
(\$19,270 — 22,670 — 26,070)
Research Administration (6), Medicine (1), Dentistry (8), St. Michael's College (1)

Service of Remembrance

Soldiers' Tower

Hart House

Wednesday, November 11 at 10.40 a.m.

All members of the University are invited to attend this simple but significant event.

University of Toronto
Alumni Association

NOTEBOOK

Professor Eva Kushner, Ontario's first female university president, was installed as president of Victoria University on Nov. 5. Among the dignitaries on the platform of Convocation Hall was Hon. Lyn McLeod, minister of colleges and universities, on her first official visit to a university since her appointment to the cabinet.

Also on the platform was Victoria Chancellor Northrop Frye, who, when he was being installed as principal of Vic in 1959, remarked that up to then he had thought installation to be a ceremony reserved for more massive pieces of equipment like presidents and refrigerators.

* * *

Letter received at Simcoe Hall:

"Re: Chair of Department of Ophthalmology. 'We have received

a copy of Mr. Dimond's September 4th letter to yourself confirming Dr. J.S. Crawford's appointment as acting chairman of the Department of Ophthalmology."

"While the approval given under summer executive authority No. 20 states Dr. Crawford's appointment is 'from July 1st, 1987 to June 30th, 1988', in fact his appointment is 'from September 1st, 1987 to June 30th, 1988'. I thought that this correction should be noted for the record."

Noted. Now, about the name of that department . . .

* * *

Among the more unusual sights at U of T Day was the Erindale Invitational Croquet Tournament, played in the pouring rain. The Trinity College team, which won, had donned academic gowns for the occasion; the runners-up, Vice-Provost Anne Lancashire and June Surgey, director of alumni affairs for University College, were dressed in pants and UC sweatshirts.

* * *

What better way for a university to raise money than by selling donated books? Trinity's sale of about 70,000 books last month made over \$40,000, which will go towards a new library. Woodsworth sold about 15,000 books for \$6,600, which will be used for scholarships and bursaries. Trinity has been having sales for 12 years, Woodsworth for four.

If you missed these bibliophilic extravaganzas, you get another chance. UC's book sale starts Nov. 14 and runs until Nov. 17 in the East and West Halls. The first such sale at UC was run by Barbara McDougall, now a member of the federal cabinet. Last year's sale, the best yet, brought in \$20,000. Prices this year will range from 50 cents to hundreds of dollars.

Each of these college sales is made possible by the work of a dedicated chairman and up to 100 volunteers. "Faculty members price the books, students get to carry them, and alumni help with the pricing and man the sale," said June Surgey, who is running the UC sale. "Each year, there are friendships made, and I find that it helps college life."

There are line-ups when the sales open, but it's not all downhill from there. All three sales have a tradition



Everybody wins at college book sales: donors get rid of unwanted books; colleges acquire funds; readers have a wide choice of good material at rock-bottom prices. Above is a scene from the Drill Hall, home of the Woodsworth sale.

of price-slashing at the end. "Basically, the first day you want to make money; the last day you want to get rid of your books," said Damon Chevrier, chairman of the Woodsworth sale. This year Woodsworth reduced books by half when there was an hour left to go, and then sold what was left at 10 for a dollar. Trinity, said convenor Isabel Wilks, has sold books by the pound at the end of a sale or for \$3 a box, but is less innovative these days: regulars know that at the end of the sale prices will go down to half.

On the last day of UC's sale, prices are usually reduced to half, said Surgey.

* * *

Jean Elliott, who handles the telephone information line at the Department of Public & Community Relations, has found that her job has hazards she hadn't considered. Recently, a caller from Oakville sneezed while asking the time and place of a U of T event, and then reassured Elliott that she had moved away from the receiver first.

That prompted us to ask Elliott what other unusual calls she's had. "Well, I often feel like a bridal consultant," she volunteered. Brides call to ask for suggestions on a pretty setting for a wedding, and she can't bring herself to tell them that her job is really just to give out information about events.

One of her more frustrating experiences was trying to find out for a frantic and somewhat absent-minded professor calling from a New York airport last summer whether the conference at which he was supposed to be a guest speaker was in Toronto or Montreal. Since the department sponsoring the conference didn't know officially that it was having one, she was unable to find out in time to do him any good. She still worries about him.

* * *

George Baird, who teaches architecture at U of T, was one of the organizers of the smash Paris show *Toronto: Le Nouveau Monde*, which displays, in photographs, 20 modern architectural projects. The show moves to Barcelona in February.

'Tranna English' fascinates phoneticist

by Patrick Donohue

If you strike up a conversation with Professor Eric James, you may be flattered by his close attention. But it's not so much *what* you say as *how* you say it that fascinates him.

A contemporary version of Bernard Shaw's Professor Henry Higgins, James is a phoneticist who studies what he calls "vocal gestures". He's particularly interested in quirks of speech that he has discovered in his adopted city.

His work is based in part on a 1978 study by the French department's experimental phonetics lab under the direction of Professor Pierre Léon. Twelve researchers, including James, who is a member of the French department and also teaches a course in English phonetics, undertook the study.

From an original group of more than 200 high school students born of English-speaking parents, the researchers zeroed in on the speech patterns of 17: five male and five female students from privileged socio-economic backgrounds and four male and three female students from less advantaged backgrounds. While the students read prepared texts and engaged in "spontaneous" conversation instigated by lab personnel, their voices were recorded. Léon and his colleagues subsequently pored over the recordings to decipher speech patterns.

What they discovered was that, in general, female students in both socio-economic groups articulated more carefully. But both male and female students from affluent families tended in certain respects towards a type of articulation typical of informed, educated British people whereas students from less advantaged backgrounds favoured American articulation. For example, the students on the upper end of the social scale used what phoneticists call the "glide" in a word like *news*, rendering it *nyews*. The more



If Eliza Doolittle were learning to speak properly today, she would do it with the aid of a pitchmeter, the machine being demonstrated above by Professor Eric James and Sherry Snider.

American-sounding students pronounced it *nooze*.

Evidence suggests that the glide is tending to disappear from Canadian speech, says James. Only very fastidious speakers use the glide in words like *absolute* and *suit*. That's because one of the laws of phonetics is that the tongue always tries to find the easiest route to articulate a word. It's hard for the tongue to perform the glide after the *l* of *absolute* and the *s* of *suit*. The tongue is better positioned for the glide in *news* and *student*.

One characteristic of Toronto speech that intrigues James is the rising interrogatory note at the end of a declarative sentence. A speaker will make a simple statement such as "I went to the movies with my friend" sound like a question. The habit is concentrated among young people, James says, "but it's catching on. I've noticed myself doing it."

So common has this rising note at the end of the sentence become that it's beginning to usurp the place of *eh?* as the distinctive mark of Canadian speech. The purpose of both devices, James believes, is to seek affirmation

from the listener in the same way as *you know?* and *n'est-ce pas?*

James has noticed changes in the speech of young Torontonians that could be the result of the city's increasingly cosmopolitan nature. At one time, students learning French tended to have trouble forming the correct sound of *tu* because there was no equivalent sound in English. The word *vous* didn't cause them as much trouble because it's close to the sound of the English *shoe*.

Lately, though, students are having more difficulty with *vous*. James suspects that young people are being exposed to so many accents and cultures during their growing up in the city that their English is losing the sound of *shoe* and replacing it with a sound more like *tu*.

Like Professor Higgins, James occasionally helps people who need accent adjustment and coaching in articulation. But he and his colleagues have the advantage of far more sophisticated equipment than was available to Higgins. Instead of the flaming gas jet that showed whether or not Eliza was dropping her *h*'s, the members of the lab use equipment like a spectrograph. It produces a graphic representation of speech patterns showing details such as the length of syllables, aspirations and whether or not the final *t* is pronounced in a word like *twenty*.

Another device, a pitchmeter, shows the rise and fall of the voice. James speaks a simple sentence like "He was in France" into a microphone. On a screen appears a flowing line in a pattern of hills and valleys, following the inflection of his voice. He says the same sentence in French: "Il était en France". This time, the line on the screen looks more like a flat snake that swallowed a mouse.

Such equipment helps students of language acquire the right rhythms, James explains. He's currently working with Michel Deslandes, a French actor who wants to perform on the

English stage. Although Deslandes is fluent in English, he's working on what James calls the "prosody" of his English. Without a grasp of that, a student could have flawless pronunciation but a rhythm so foreign that it would make a native speaker of the language shudder.

That's exactly how Canadians reacted to James' London accent when he came to Canada some 30 years ago looking for an executive sales job. Prospective employers told him: "The first thing you've got to do, young man, is lose that accent." He tried to. Then, one day, he happened to hear a recording of his attempt at Canadianese. "It sounded terrible. I was appalled." Henceforth, he decided, if his accent changed it would happen naturally.

Once, though, he was forced to fake it. In 1960 he was on a bus trip to Niagara Falls, NY, with fellow students at a teachers' college. Suddenly remembering that he had no identification with him to prove his landed immigrant status in Canada, he worried that he would not be admitted to the US. Another student advised him simply to tell the US immigration officers that he was born in "Tranna".

James rehearsed the word all the way to the border. When asked his birthplace, he tossed off his answer and was waved through just like any Tranna boy.

Provostial review committee

Social work faculty

The Office of the Provost will undertake a review of the Faculty of Social Work to coincide with the conclusion of the term of the incumbent dean, Professor Ralph Garber, in June 1988. The purposes of the review are to advise the subsequent decadal search process and to inform the provost's office and the Faculty of Social Work with respect to the strengths and weaknesses of the faculty.

Terms of reference

The review committee will assess the current state of the full range of programs, services and activities for which the Faculty of Social Work is responsible. The committee will report on matters such as: (a) the size and range of programs as they relate to staff complement and budgetary constraint; (b) the relationships of the faculty with other divisions in the University, external community agencies and the profession at large; (c) opportunities for research and development; and (d) future directions and priorities.

Membership

Professor J.F. Keffer, vice-provost, pro-

fessional faculties, (chair); D.W. Lang, assistant vice-president (planning) and University registrar; Professor Hugh Arnold, associate dean, Division II, School of Graduate Studies; Professor D.E. Moggridge, associate dean, social sciences, Faculty of Arts & Science; Dean J.R.S. Prichard, Faculty of Law; Peter Barnes, deputy minister, Ministry of Community & Social Services; Colin Maloney, executive director, Catholic Children's Aid Society of Metropolitan Toronto; Roberta Roberts, senior consultant for social work, Thistletown Regional Centre; Lynn Eakin, executive director, J.D. Griffin Adolescent Centre; Professors Sheila Neysmith, B.Z. Shapiro and Elsa Marziali, Faculty of Social Work; and M.D. Johnson, assistant vice-provost, professional faculties, (secretary).

The committee invites comments from members of the Faculty of Social Work and the University community as well as interested parties external to the University. Submissions should be sent to Vice-Provost J.F. Keffer, Office of the Vice-President & Provost, Simcoe Hall, by the end of November.

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Title: Assistant Professor, Dept. of Prosthodontics, Faculty of Dentistry.
Origins: Kitchener, Ontario.
Why I Help: "During my involvement with the Association, I have seen a great development in the quality of life of the mentally retarded in this city. They are not often perceived as they should be and deserve the same respect as everyone else gets. Community residences have multiplied twenty-fold since the Association began. Now people are more understanding and accepting of the mentally retarded because they see and interact with them on a daily basis and these people are their own best ambassadors."
Favourite Charity: The Metropolitan Association for Community Living
Latest Achievement: "Having the opportunity to work on a clinical research project on osseointegration - an implant system for teeth."
Latest Book Read: *The Radiant Way* by Margaret Drabble
Hobbies: Reading



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RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Canadian Electrical Association

The CEA invites the submission of research proposals on the following:

1. Development of an expert system for improved steam temperature control in coal fired generating units.

The closing for receipt of proposal No. 1 is 4 p.m. December 3 at the association.

2. Steam turbine blades-off frequency operation.

The closing for receipt of proposal No. 2 is 4 p.m. December 10 at the association.

Medical Research Council

A number of changes and revisions have been made to the 1987-88 Guidebook. Investigators are advised to consult the new guidelines in conjunction with their applications for upcoming competitions. Copies of the new guidebook may be obtained from either the research office of the Faculty of Medicine or from ORA.

Ontario Ministry of Health

The University has been informed that the open competition for new career scientists has been reinstated for 1988-89. For this competition only the requirement of "a maximum of two years independent research at the time of taking the award" has been changed to three years.

Please ensure that all the required signatures and attachments are completed; ORA will arrange for the final signature (vice-provost health sciences) and additional time should be allowed for this.

Deadline is November 15; however, the ministry will

accept late applications on Monday, November 16.

York University

Scholars interested in Italian-Canadian studies are invited to apply for a visiting research professorship as the Mariano A. Elia Chair in Italian-Canadian Studies at York University. The term is for six to 12 months and funding is provided to permit the scholar to pursue research interests without teaching or other university responsibilities. More detailed information can be obtained from the Office of the Dean, Faculty of Arts, York University.

Upcoming Deadline Dates

Amyotrophic Lateral Sclerosis Society (US) — abstract (for Jan. 15 application): December 1.

Canadian Heart Foundation — junior personnel awards; stroke research fellowships; teaching fellowships: December 1.

Canadian Life Insurance Association — scholarships (nominations): December 15.

Canadian Lung Association (Physiotherapy Section) — fellowships: December 1.

CNIB (E.A. Baker Foundation) — research grants; fellowships: December 1.

Damon Runyon-Walter Winchell Cancer Fund — fellowships: December 15.

Lady Davis Fellowship Trust — personnel awards: November 30.

Diabetes Canada — scholarships; fellowships; studentships; bursaries and traineeships: December 1.

Gerontology Research Council of Ontario — advanced student bursaries; research fellowships: December 1.

Hannah Institute for the History of Medicine — studentships (please note change): December 1.

Health & Welfare Canada (NRIRP) — research projects; studies; demonstration projects; preliminary development projects: December 1.

Huntington Society of Canada — fellowships; research grants: December 31.

International Union Against Cancer — Yamaguchi-Yoshida memorial international cancer study grants: December 31.

Medical Research Council — centennial fellowships; fellowships (new and renewal); studentships (new); dental fellowships: December 1.

Ministry of Colleges & Universities — University Research Incentive Fund: November 30.

Muscular Dystrophy Association (US) — post-doctoral awards; research grants (clinical): November 30.

Muscular Dystrophy Association of Canada — research grants: November 15.

National Cancer Institute of Canada — equipment grants (see guidelines for limitations); research grants; cancer research unit; Terry Fox equipment for new investigators: for Nov. 15, deadline at NCIC office 3 p.m. November 14.

Ontario Mental Health Foundation — clinical research and development scientists; conference; publication program; research associateships; research fellowships; long-term fellowships; training awards; research scholarships: November 30.

Ontario Ministry of Health — career scientists (open competition): November 15.

Ontario Thoracic Society — research projects: December 15.

Whitehall Foundation — research grants: December 1.

PHD ORALS

Please contact the PhD oral examinations office at 978-5258 for information regarding time and location for these listings.

Friday, November 13

Mark Charles Edward Peterson, Department of Philosophy, "Volcanos in the Sky: Nature's Contribution to Hegel's Philosophy of Nature." Prof. K.L. Schmitz.

Wednesday, November 18

Douglas James Pon, Department of Pharmacology, "Possible Biochemical Mechanisms Regulating Na⁺ and K⁺ ATPase in Rat Submandibular Gland." Prof. A.K. Sen.

Thursday, November 19

Feng Ling, Department of Electrical Engineering, "On Controllability and Observability of Discrete Event Systems." Prof. W.M. Wonham.

Friday, November 20

Himani Bannerji, Department of Education, "The

Politics of Representation: A Study of Class and Class Struggle in the Political Theatre of West Bengal." Prof. D. Smith.

Susan Gay Walker

Friedman, Department of Geography, "Geography and Sociology from Marc Bloch's Perspective: Tools for the Revitalization of 'les études humaines'." Prof. H. Andrews.

Walter Sweet Huat Lim, Department of English, "Milton and the Narrative of Allusion: The Characterization of Biblical Heroes in

"Paradise Lost." Prof. H.R. MacCallum.

Ted Szymanski, Department of Electrical Engineering, "On Interconnection Networks for Parallel Processors." Profs. V.C. Hamacher and W.M. Snelgrove.

Tuesday, November 24

Panos Coroyannakis, Department of Chemical Engineering & Applied Chemistry, "Studies on Isothermal Multicomponent Sorption using Equilibrium Theory." Prof. D. Basmadjian.

POSITIONS ELSEWHERE

Notice of the following vacancy outside the University has been received by the Office of the President.

The University of North Carolina at Chapel Hill Chancellor

Review of résumés and other supporting material will begin November 15. Send to: Mr. Robert C. Eubanks, Jr., Chairman, University of North Carolina at Chapel Hill, P.O. Box 21447, Greensboro, NC 27420

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Symposium to explore rule by pharaohs

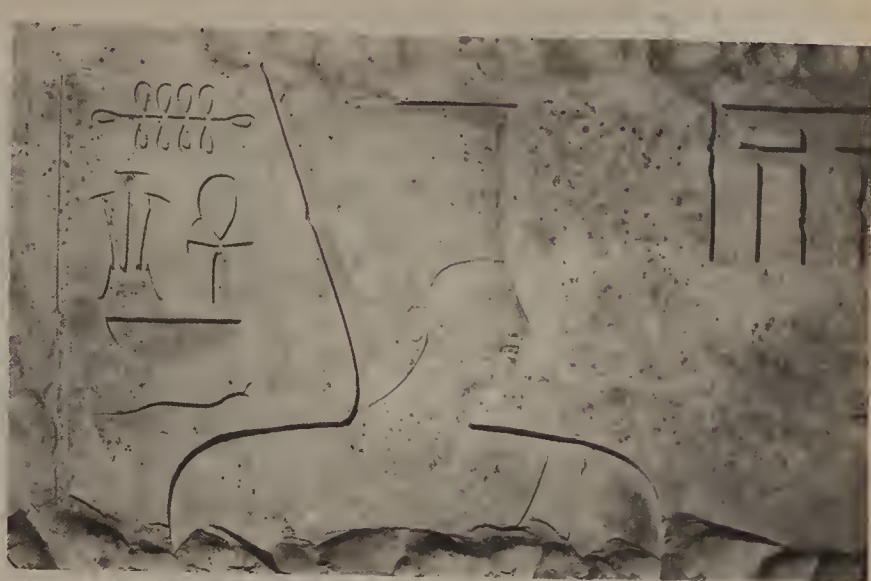
by George Cook

Fascination with the Nile valley civilization that arose 5,000 years ago is itself an ancient phenomenon. Even for classical Greece, Egypt was an old world. Modern interest dates from 1789, when Napoleon led a military expedition to the area. Recent enthusiasm peaked in the 1970s with the touring exhibition of artifacts from the tomb of Tutankhamen.

If interest has trailed off somewhat in the 1980s, it has not disappeared. Again this year the School of Continuing Studies and the Society for the Study of Egyptian Antiquities will hold a one-day symposium on Egyptology. Entitled "Famous Pharaohs: Kings and Queens of Ancient Egypt Who Shaped Their Times", the Nov. 21 event is the 13th annual gathering. It will be preceded by a two-day scholarly conference. Professor Ronald Leprohon of the Department of Near Eastern Studies, who will chair the symposium, says he expects about 200 people to attend the Saturday lectures and panel discussion.

Leprohon believes our interest stems both from the power of Egyptian imagery — conveyed by well-preserved artifacts — and from our ability to understand, in some measure at least, the society and its culture. "The wisdom literature of the period — the kind of thing a father would tell his son about how to conduct himself in society — is fresh and contemporary. You can sit down and read something that somebody told his grandchildren 4,500 years ago. You could put the ancient Egyptians in our society and their values would still work," Leprohon says. "I think there's a magic there." This sense of shared values may account for our lasting interest in a world that was, of course, quite different from our own.

The popular appeal of Egyptology continues to be based largely on spectacular artifacts, but contemporary research and scholarship are less glamorous. The age of treasure hunts in tombs has ended, although there are undoubtedly discoveries yet to be made. "Modern archaeologists are more interested in how ancient Egyptians lived," says Leprohon. Using new technologies, for example, scientists can analyse soil samples for bone fragments and discover that people in the north were consuming food from the area of the southern Red Sea. Thus, trading patterns emerge. "If a certain pot from a site in the north is made of clay from the south, that can tell you an amazing



Relief carving of King Senwosret I from Coptos, who lived about 2000 BC.

amount about trade, what people did for a living and how they survived from day to day."

Leprohon himself is a linguist and historian. By means of a critical examination of the abundant texts, he and his colleagues attempt to describe Egypt's economy and administration. "We look through texts to find clues to the economy. We try to reconstruct the administration by looking at titles and hierarchies to see how much of the administration stayed within a family. Today we complain about patronage, but in ancient Egypt, patronage and nepotism were the way society worked."

There is a great deal to be learned from reading between the lines and taking note of the things that are left unsaid. An autobiographical text from the tomb of a local chief may recall that his greatest achievement was to have fed his city and others in a time of drought and famine. "The interesting thing, of course, is that he's left out the cities he was fighting with. In other words, he was stealing their food sup-

plies." In this way, the history of the region, through thousands of years, can slowly grow and become more than a list of kings and queens.

Pyramid builder

While past symposia have dealt with a variety of themes, this year's is centred on some of the best known rulers: Cheops, the pyramid builder; Hatshepsut, the great queen; Akhenaten, sometimes called, with less than complete accuracy, the first monotheist; Nefertiti, his beautiful wife, and Cleopatra, who, despite her brilliance, lost Egypt to Rome. From one to the next, very little may be known, but together they become a study in kingship and its underpinnings in religion, the court and the military.

The institution of the pharaoh arose about 3000 BC, when Menes united Upper and Lower Egypt. "The king himself, in his person, was not a god," Leprohon explains. "But the institution was divine. In other words, the king became a god at his coronation."

While there were several interruptions — of famine, war and invasion — the institution of divine kingship lasted for more than 3,000 years. Its durability was in part an accident of geography, but it was also the result of the people's desire for political and economic stability.

The Nile valley is protected on all sides by sand or sea. To reach it, invaders must cross the Sinai or the Sahara deserts, or Mediterranean or Red Seas. In the south, the pharaohs constructed a series of forts to control river trade from Sudan.

Protected from the outside, Egypt was able to be self-sufficient in food. "As long as you had a strong central power in the palace, the roads were safe and the taxes were collected, and by taxes we mean foodstuffs. So when there were bad crops, the state could distribute food properly." The intermediate periods occurred when the central authority collapsed and each province fought its neighbours for food. While they were often at war, the Egyptians' military motives were primarily defensive. Unlike Rome, they sought only limited expansion to protect their borders and trade routes.

The hereditary monarchy was, in effect, the model administration. Kingship passed from father to son and

occasionally from father to daughter. The pharaoh was both ruler and chief justice. Only he could pass the death sentence. "There must have been a law code, but it just hasn't survived," says Leprohon. "Maat", meaning justice, righteousness, the way things ought to be, was the standard by which behaviour was judged.

The pharaohs were a mixed blessing for the people. "They were oriental despots," says Leprohon, "and probably pretty mean types, now and then. But by and large the Egyptian peasant was not treated badly. Certainly it doesn't seem to have been as harsh a life as in the rest of the Near East. They were always fighting each other. There was always drought, famine and plague, but Egypt was relatively free of all that. Their system worked for 3,000 years and that longevity must mean something."

Faculty of Medicine teaching awards

As the Faculty of Medicine celebrates its centenary, Dean John Dirks has announced six winners of W.T. Aikins awards for teaching, to be conferred Nov. 23 at a faculty assembly. This year's recipients are:

- Dr. Uwe Ackermann of the Department of Physiology. Known by his colleagues as "a master of the craft", Ackermann has introduced important new methods, especially "scenario-based teaching" to help students grasp the subtleties of human physiology. In addition, Ackermann has established a successful research career in cardiac physiology.
- Professor Mary Chipman of the Department of Preventive Medicine & Biostatistics. Chipman's development of a course entitled "The Patient in the Community" helps students obtain a thorough understanding of the social impact of disease by interviewing patients and their families.

- Dr. Harry Himel of the Department of Surgery. Himel will receive the award for excellence in individual bedside teaching. A member of many hospital and University undergraduate education committees, Himel supervises many elective courses.
- Dr. John Provan of the Department of Surgery. Surgeon-in-chief of the Wellesley Hospital, Provan has standardized and improved teaching methods and skills in the surgery departments of the University's 11 affiliated hospitals.
- Drs. Paul McCleary and Michael Shier of the Department of Obstetrics & Gynaecology. Co-chairpersons of their department's undergraduate committee, McCleary and Shier share the award for innovative teaching methods, including the development of an audiovisual tape library in the delivery suites of affiliated teaching hospitals.

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'I had a very interesting war,' says distinguished historian

by Patrick Donohue

To some Canadians, the image of the wild and crazy Canadian soldier in John Boorman's new film *Hope and Glory* comes as something of a surprise. Didn't Canadian soldiers in the Second World War come across as self-effacing and respectable — just like the rest of us?

Not always, says University Professor Emeritus C.P. Stacey. In fact, Boorman's Canuck could have stepped from the pages of a new book by Stacey and Barbara Wilson, an archivist at the Public Archives of Canada. *The Half Million: The Canadians in Britain, 1939-1946* (U of T Press), tells the sometimes startling story of how the Canadian armed forces in Britain behaved — or misbehaved — during the Second World War.

At first, say the authors, Canadians hated Britain. Holed up in chilly barracks in Aldershot, Hampshire, the Canadians weren't likely to gather picture-postcard impressions. During the winter of 1939-40, they had to endure England's worst weather since 1894. The only thing England had going for it, in their eyes, was the pub system. Coming from a country that had barely shaken off prohibition, the soldiers lapped up the relatively free-flowing English beer with a vengeance. The results didn't endear them to the locals.

By the end of the war, though, the relationship had been transformed. Canadian censors, reading some 12,000 letters home on D-Day, found not a single word of complaint against the British. "That's the most fascinating thing about the whole business," says Stacey. "The relationship began so

badly and ended so well."

What accounted for the change, he feels, was largely the fact that the Canadians "grew up". The first Canadian recruits to arrive in Britain had been skimpily trained and lacked discipline. Troops arriving later were better trained. Experience in fighting side by side with British soldiers also helped boost mutual respect. Canadians who had scorned the British soldiers' devotion to afternoon tea came to appreciate the *sang-froid* of their British counterparts in battle.

Although Stacey and Wilson pored over mountains of records to find such details, their book largely reflects Stacey's personal impressions of the war. In 1939, he was teaching history at Princeton. He had been a signaller in the Canadian militia and volunteered for that position in the army. But out of the blue came a personal letter from General H.D.G. Crerar, chief of the Canadian general staff, asking Stacey to take on the job of gathering information for an official history of Canada's part in the war.

An astonished Stacey found himself reporting for duty in London around Christmas 1940. It turned out that Crerar had been impressed by Stacey's PhD thesis, a study of the British garrisons stationed in Canada from 1846 to 1871 to protect the country from the US. Crerar had decided that Stacey was the person to prevent a recurrence of the historical "fiasco" following the First World War — the belated appearance, in 1938, of a mere one-volume official history of Canada's involvement.

Stacey's job was to collect information for the use of a historian to be appointed later. Occasionally, other tasks came along — for instance, writing a white paper for the Canadian government to try to explain the disastrous Dieppe raid of August 1942. Stacey acknowledges that it wasn't possible to get the correct perspective on the event immediately. What happened to the first tanks that landed on the beach wasn't known until a year later when an officer who had been a prisoner of the Germans returned to England. But Stacey feels that, even without full details, he was able to do a "moderately good" work of instant history. The public agreed. His paper was widely read and discussed. The *New York Times* printed it in its entirety.

Although he made only



The Kennard's department store in Croydon entertained the 2nd Field Regiment, Royal Canadian Artillery, at Christmas.

two trips to battlefields — in Italy and northwestern Europe — life in London was far from dull. "I had a very interesting war." One night, driven by curiosity, the young Canadian donned his tin helmet and went out to stroll the streets while bombs fell. One landed about 200 yards to the left of him, another the same distance to his right. He was unscathed.

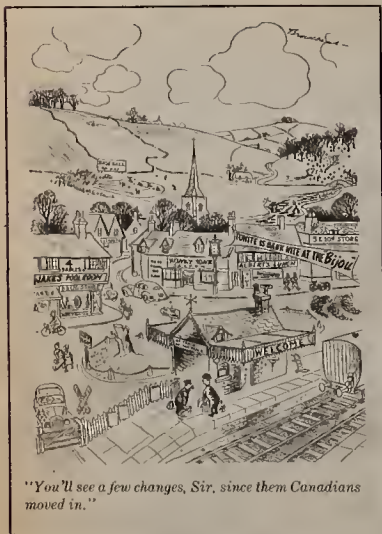
At the end of the war, the historian chosen to write about Canada's involvement was Stacey. Pride of accomplishment still shows when he says that he produced an official summary just three years to the day after the fighting stopped in Europe. That book won the Governor-General's award for non-fiction. It wasn't until the 1970s, however, that the complete three-volume history and an additional volume on policy were completed.

By then, Stacey had joined the history department at U of T, having retired from the army as a colonel in 1959. His work on the official war history had taken him to the diaries of Prime Minister Mackenzie King. That led to what is possibly Stacey's most controversial book, *A Very Double Life: The Private World of Mackenzie King* (Macmillan, 1976). Stacey's revelation of King's dabbling with spiritualism and his youthful sexual escapades prompted a flurry of letters to editors.

The Half Million isn't likely to provoke such a strong reaction, although some readers may be scandalized by some of its contents. Stacey feels the story of Canadian troops in Britain, even though their record is not unblemished, had to be told. Citing several books about the experience of American soldiers in Britain, he expresses some amazement at the fact that until now no one had produced a

similar work on Canadians.

Perhaps that's because no one else was as well equipped as Stacey to take it on. As a form of social history about events in which he was involved, *The Half Million* is a departure from the many history books he has written in a more academic vein. Was this type of book any easier to write? "Not that I noticed," replied the 81-year-old historian.



"You'll see a few changes, Sir, since them Canadians moved in."

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Events

LECTURES

Contemporary Canadian Theatre: Reviewing the Local Scene.

Monday, November 9
Jon Kaplan, editor, *NOW* magazine, R-3205, Scarborough College, 2 p.m.

National Political and Judicial Institutions.

Monday, November 9
R.G. Robertson, former secretary to the cabinet; Public Policy and the Canadian Collectivity lecture series, 3050 Sidney Smith Hall, 4 to 6 p.m. (Political Science)

Birth of an Idea.

Tuesday, November 10
Prof. M.D. Reeve, Cambridge University, 152 University College, 4:10 p.m. (Classical Studies)

Durkheim's Problem and Differentiation Theory Today.

Wednesday, November 11
Prof. Jeffrey Alexander, University of California at Los Angeles, 229 Borden Building, 563 Spadina Ave. 3 p.m. (Sociology)

Days at Ice Heart: Travel through Mythological Regions of Northern Canada.

Wednesday, November 11
Howard Norman, writer and translator; Snider visiting lecturer, S-143, Scarborough College, 2 p.m.

Planet at the Crossroads.

Wednesday, November 11
Rev. Clarke MacDonald, Chaplain, Hart House, 179 University College, 8 p.m. (Science for Peace)

Officium principis Christiani: Erasmus and the Origins of the Protestant State Church.

Thursday, November 12
Prof. James M. Estes, Department of History; annual Erasmus lecture, Alumni Hall, Victoria College, 4 p.m. (Reformation & Renaissance Studies)

Consumer Health Choices: Quixotic or Real?

Thursday, November 12
Prof. Fergus M. Clydesdale, University of Massachusetts; annual Edna W. Park lecture, Auditorium, Medical Sciences Building, 8 p.m. (Household Science & Nutritional Sciences Alumni)

Kierkegaard's Literary Position and its Effect on Values and Social Life in Denmark.

Friday, November 13
Prof. Hans Moller, McGill University, Combination Room, Trinity College, 8 p.m. (Trinity)

The Historical Atlas of Canada: An Unparalleled Graphic Image of the Canadian Historical Identity.

Sunday, November 15
Prof. Em. William C. Dean, Department of Geography, Auditorium, Medical Sciences Building, 3 p.m. (Royal Canadian Institute)

The Constitution and the Canadian Collectivity: The Effects of Meech Lake.

Monday, November 16
Prof. J.S. Dupre, Peter Russell and Al Johnson, Department of Political Science; Public Policy and the Canadian Collectivity lecture series, 3050 Sidney Smith Hall, 4 to 6 p.m. (Political Science)

The Slain Heroes: Some Monsters of Ancient Mesopotamia.

Wednesday, November 18
Jeremy A. Black, British Archaeological Expedition to Iraq, 3154 Medical Sciences Building, 8 p.m. (Society for Mesopotamian Studies)

Arms Control and Defense.

Wednesday, November 18
Prof. Freeman Dyson, Institute for Advanced Studies, Princeton; lectures in Peace Studies, Hart House Theatre, 8 p.m. (UC, UC Alumni, Department of External Affairs, Canadian Institute for International Peace & Security, Science for Peace)

Constructing the Image of the AIDS Patient: An Epidemic in Progress.

Thursday, November 19
Prof. Sander L. Gilman, Cornell University; 1987 Jacob Bronowski memorial lecture, Wetmore Hall, New College, 8 p.m. (New)

The Tournament: Romance and Reality.

Friday, November 20
Richard Barber, author, Common room, Pontifical Institute of Medieval Studies, 4 p.m. (English and Medieval Studies)

Historical Development of Obstetrical Anaesthesia.

Friday, November 20
Prof. Gertie Marx, Albert Einstein College of Medicine, New York; Dr. Murray Mendelson lecture, Mount Sinai Hospital, 5 p.m. (Anaesthesia)

Players, Minstrels, Tumblers and Bearwards: The Patronage of William More, Prior of Worcester (1517-1535).

Friday, November 20
Prof. David Klausner, Centre for Medieval Studies, Music Room, Wynnwood, Victoria College, 150 Charles St. W. 8 p.m. (Renaissance & Reformation Colloquium)

Hard Hats and Gentle Thoughts: Reflections on the Official Centennial of Engineering in Canada.

Sunday, November 22
Jim Parr, Ontario Science Centre, Auditorium, Medical Sciences Building, 3 p.m. (Royal Canadian Institute)

Power and the Media.

Sunday, November 22
Seymour Hersh, journalist; The Toronto Star lecture series, The Politics of War, Convocation Hall, 8 p.m. Tickets \$15 and \$12, all seats reserved. (Bookroom and Toronto Star)

Symbols Mythology and a Common Memory.

Monday, November 23
University Prof. Em. Northrop Frye; Public Policy and the Canadian Collectivity lecture series, 3050 Sidney Smith Hall, 4 to 6 p.m. (Political Science)



Players, minstrels, tumblers and bearwards: the patronage of William More, prior of Worcester (1517-35) will be the subject of a lecture by Professor David Klausner on Nov. 20. For details, see Lectures.

COLLOQUIA

Mergers.

Wednesday, November 11
Prof. Francois Schweizer, Carnegie Institute of Washington, 137 McLennan Physical Laboratories, 3:10 p.m. (Astronomy)

Neutrino Astronomy.

Thursday, November 12
Prof. George Ewan, Queen's University, 102 McLennan Physical Laboratories, 4:10 p.m. (Physics)

The Function of Illustrated Manuscripts of the New Testament in the Middle Ages.

Friday, November 13
Prof. Luba Eileen, Department of Fine Art, Centre for Religious Studies lounge, 14-353 Roberts Library, 1:15 p.m. (Centre for Religious Studies)

Intramolecular Vibrational Relaxation Studied by Infrared Fluorescence and Double Resonance Experiments.

Friday, November 13
Prof. Douglas McDonald, University of Illinois, 158 Lash Miller Chemical Laboratories, 3:30 p.m.

Galaxies at High Redshifts.

Wednesday, November 18
Richard Kron, University of Chicago, 137 McLennan Physical Laboratories, 3:30 p.m. (Astronomy)

Some Views on Organization of the Visual Brain.

Wednesday, November 18
Prof. Peter Dodwell, Queen's University, 2135 Sidney Smith Hall, 4 p.m. (Psychology)

Origins of Life

Thursday, November 19
Prof. Freeman Dyson, Institute for Advanced Study, Princeton, 102 McLennan Physical Laboratories, 4:10 p.m. (Physics)

After the Revolution: Mathematical Analysis in France and England, 1789-1821.

Thursday, November 19
Prof. Joan Richards, Brown University, 323 Victoria College, 4:10 p.m. (IHPS and Eleanor Parkin May Fund in History of Mathematics)

Kierkegaard's Abraham.

Friday, November 20
Prof. Zev Friedman, Department of Philosophy, Centre for Religious Studies lounge, 14-352 Roberts Library, 1:15 p.m. (Centre for Religious Studies)

MEETINGS & CONFERENCES

Planning & Resources Committee.

Monday, November 9
Council Chamber, Simcoe Hall, 4 p.m.

From Sexism to Liberalism: 26 Years in Newspapers and One University.

Tuesday, November 10
Dona Harvey, assistant vice-president public affairs; meeting Women's Network, Croft Chapter House, 12 noon.

Business Affairs Committee.

Tuesday, November 10
Council Chamber, Simcoe Hall, 4 p.m.

Copyright and collectives: Implications for the University.

Friday, November 13
A half-day workshop that will briefly review the current Copyright Act; provide the latest information on

copyright revision and review the government's political and philosophical approach to copyright; examine collectives; and consider photocopying and other uses of intellectual property in Canadian universities. Laboratories 1 and 2, Faculty of Library & Information Science, Claude T. Bissett Building, 8:30 a.m. to 12:30 p.m. Registration fee: \$7.50. Information: Marcia Chen, 978-7111 or Prof. L.-G. Denis, 978-8111. (Librarians' Association of the University of Toronto, University of Toronto Library, Office of the Provost, Library & Information Science Continuing Education and Council of Campus Libraries)

Vixerunt Sapientes et Ante Sapientem: Or, Wise Before the Event.

Monday, November 16
Eric Korn, antiquarian bookseller; meeting of the Friends of the Thomas Fisher Rare Book Library, Fisher Library, 8 p.m. Information: Rita Crump, 978-7645 or Alan Horne, 978-7644.

Famous Pharaohs: Kings and Queen's of Ancient Egypt Who Shaped Their Times.

Saturday, November 21
Examines the personalities of those who wore the double crown of Upper and Lower Egypt from the construction of the pyramids to the conquest of Egypt's neighbours to the seduction of Julius Caesar; program directed at a general audience, 9 a.m. to 5 p.m. Registration fee \$50. Information and registration: School of Continuing Studies, 978-2100. (Continuing Studies and Society for the Study of Egyptian Antiquities)

Public Forum

ADDICTION RESEARCH FOUNDATION

FREE
ADMISSION

"Drug Use and AIDS"

MODERATOR
David Schatzky

CBC Radio Broadcaster

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Peter Mercer
Dr. Stan Read
Dr. Diane Riley
Edith Springer

Faculty of Law, University of Western Ontario
Epidemiologist, Hospital for Sick Children
Addiction Research Foundation
Association for Drug Abuse Prevention and Treatment, Brooklyn, New York

THURSDAY, NOVEMBER 12, 1987 — 7:30 to 9:30 pm

Auditorium, Addiction Research Foundation
33 Russell Street, Toronto

For more information, call 595-6102

SEMINARS

The Historical Topography of Kiev from the Fifth to the 10th Centuries

Tuesday, November 10
Vladimir Mezentsev, Pontifical Institute of Mediaeval Studies, 3050 Sidney Smith Hall, 4 to 6 p.m.
(Ukrainian Studies)

Conditional Objects in Probabilistic Inference in Expert Systems

Wednesday, November 11
Prof. Hung T. Nguyen, New Mexico State University, Las Cruces, 211 Roseburgh Building, 3 p.m.
(Industrial Engineering)

The Interdisciplinary Team Approach in Geriatrics: Evaluation and Outcome

Wednesday, November 11
Dr. Gloria Heinemann, Veterans Administration Medical Center, Buffalo, Room 204B, 455 Spadina Ave., 3 to 5 p.m.
(Gerontology)

FILMS

Cinema Festival

Films from the Manneheim Film Festival.

Wednesday, November 11
Fatma 75 by Selma Baccar; Leila and the Wolves, by Heiny Srour; Panel: Feminism and Third World Film, 6:30 p.m.

Thursday, November 12
The House of Mr. Hag Daust, by Mahmoud Sami; Cycle, by Nadir Ahmady; Panel: Third World Cinema and Oppression, 5 p.m. Innis College Town Hall.

Tickets \$3 each evening.
Information: Prof. Wendy Rolph, 978-7271 or Jim Skeddon, 978-7790.
(U of T Cinema Studies Programme, Innis Film Society and Goethe Institute Toronto)

Demography and Conservation of a Rare Orchid *Ophrys sphegodes* in Chalk Grassland

Wednesday, November 11
Prof. M.J. Hutchings, University of Sussex, 7 Botany Building, 3.30 p.m.

Octopamine Receptors and Adipokinetic Hormone Release in the Locust

Thursday, November 12
Tom Pannabecker, Department of Zoology, 107 Ramsay Wright Zoological Laboratories, 4 p.m.

Chewing It Over: Ornithoped Dinosaurs and the Evolution of Herbivory

Thursday, November 12
Prof. David Weishappel, Johns Hopkins University, 2082 South Building, Erindale College, 4.30 p.m.
(Erindale Biology)

Libraries and Archives in Italy

Friday, November 13
Prof. Kenneth Bartlett, Department of History, third in series Libraries and Archives of Europe, 321 Pratt Library, Victoria College, 2 to 4 p.m.
(Reformation & Renaissance Studies)

The Immortality of the Soul in Plato's *Phaedrus*

Friday, November 13
Prof. R.J. Hankinson, McGill University, The Private Dining Room, Trinity College, 3 p.m.
(Trinity)

Microbial Interactions in the Rhizosphere of Corn Roots

Friday, November 13
Prof. Margaret E. McCully, Carleton University, 7 Botany Building, 3.30 p.m.

L16 Ribosomal Protein, RNA Interactions and Peptide Bond Formation

Tuesday, November 17
Prof. Em. Ross M. Baxter, Faculty of Pharmacy, 519 Pharmacy Building, 9 a.m.
(Pharmacy)

What Could We Do about Toxic Chemicals in the Great Lakes Basin?

Tuesday, November 17
Prof. Don Mackay, Department of Chemical Engineering and Institute for Environmental Studies, 211 Haultain Building, 4 p.m.
(IES)

Innis Fall Film Program

Wednesday, November 18
Journeys from Berlin; Natalie Cranger.

Thursday, November 19
Yesterday Girl; Occasional Work of a Female Slave. Innis College Town Hall, 7 p.m.
Information: 528-8240 or 978-7790.



The 23rd annual Erasmus lecture will be delivered by Professor James Estes on Thursday, Nov. 12. For details see Lectures, page 11.

Some Applications of Renewal Theory

Wednesday, November 18
Prof. C. Sankaranarayanan, Annamalai University, India, 211 Roseburgh Building, 3 p.m.
(Industrial Engineering)

Video Image Analysis of Microvascular Oxygen Transport Parameters

Thursday, November 19
Prof. Chris Ellis, University of Western Ontario, 412 Roseburgh Building, 1 p.m.
(Biomedical Engineering)

Top/Down Influence of Alewife on Zooplankton and Phytoplankton Species Composition

Thursday, November 19
Prof. Donald Scavia, National Oceanic Atmospheric Administration, Rockville, MA, 107 Ramsay Wright Zoological Laboratories, 4 p.m.

Natural Selection on Dormancy and the Significance of the Egg Bank in a Freshwater Crustacean

Thursday, November 19
Prof. Nelson Hairston, Cornell University, 2082 South Building, Erindale College, 4.30 p.m.
(Erindale Biology)

Libraries and Archives in Germany

Friday, November 20
Prof. Hartwig Mayer, Department of German; fourth in series Libraries and Archives of Europe, 321 Pratt Library, Victoria College, 2 to 4 p.m.
(Reformation & Renaissance Studies)

Beyond Intentionalism and Functionalism: A Reassessment of Nazi Jewish Policy, 1939-41

Monday, November 23
Prof. Christopher Browning, Pacific Lutheran University, Tacoma, 144 University College, 3 p.m.
(Jewish Studies and Joseph & Gertie Schwartz Memorial Lectures)

PLAYS & READINGS

Gossip

Wednesday, November 11 to Saturday, November 14
By George Walker, directed by Scarborough drama student Christopher Forrest, TV Studio One, Scarborough College, 8 p.m.
Information and reservations: 284-3152.

Howard Norman

Thursday, November 12
Snider visiting lecturer will read from his translations of Cree poetry and tales. Council Chamber, Scarborough College, 11 a.m.

Bronwen Wallace

Friday, November 13
Poetry reading, S 357, Scarborough College, 10 a.m.

Sorry, Wrong Number

Thursday, November 17 to Friday, November 20
Lunchtime theatre, TV Studio One, Scarborough College, 12 noon.

As You Like It

Wednesdays to Sundays, November 13 to December 6
By William Shakespeare. Preview, Tuesday, Nov. 17. Graduate Centre for Study of Drama production, 1987-88 season. Robert Gill Theatre, Koffler Student Services Centre. Performances at 8 p.m. except Sunday, 2 p.m. Tickets \$6, students and seniors \$4. Preview \$3. Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7986.

Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Wilcocks St., by the following times:

Issue of November 23, for events taking place Nov. 23 to Dec. 7: Monday, November 9
Issue of December 7, for events taking place Dec. 7 to Jan. 11: Monday, November 23

THE U OF T BOOKROOM PRESENTS THE

MCCLELLAND & STEWART POETRY GALA

THUR., NOV. 12TH 8 PM

READINGS WITH

AL PURDY
IRVING LAYTON
RALPH GUSTAFSON
DOUGLAS LEPAN
BRONWEN WALLACE
ROSEMARY SULLIVAN
LYN KING
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Noon-2:30, 5-11 p.m., Mon.-Fri. Sat. 5-11 p.m. Closed Sunday.

ROYAL CONSERVATORY OF MUSIC

New Music Concerts
Wednesday, November 11
 Composer's world; profile of Krzysztof Penderecki.
 Concert Hall. 8 p.m.
 Tickets \$3, free to conservatory students and New Music Concerts subscribers.

Twilight Series.

Thursday, November 12
 Ginette Duplessis, soprano; Barbara Hankins, clarinet; and Andrew Markow, piano.
 Concert Hall. 5.15 p.m.
 Tickets \$2, students and seniors \$1.

Royal Conservatory Orchestra.

Friday, November 13
 Krzysztof Penderecki, conductor; in cooperation with New Music Concerts.
 Metropolitan United Church, 61 Bond St. 8 p.m.
 Tickets \$9, students and seniors \$6. RCM box office, 978-5470.

Piano Master Class.
Saturday, November 14
 Leon Fleisher. Concert Hall. 10 a.m. to 12 noon and 2 to 6 p.m.
 Tickets \$7, free to faculty and students.

Chamber Music Master Class.

Sunday, November 15
 Lise Elson. Recital Hall. 1.30 to 5.30 p.m.

Art Gallery Sunday Concerts.

Sunday, November 15
 Richard Kolb, lute and theorbo; and Ulrich Rappen and Peggie Sampson, viola da gamba. Walker Court, Art Gallery of Ontario. 3 p.m.

Alumni Association Concert.

Sunday, November 15
 Featuring winners of the Kiwanis Music Festival of Toronto. Concert Hall. 3 p.m.
 Tickets \$5, students and seniors \$3.

Noon Hour Series.

Wednesday, November 18
 Jennifer Pullan and David Snable, piano. Concert Hall. 12.15 p.m.

Contemporary Music Ensemble.

Thursday, November 19
 Claude Lapalme, conductor. Concert Hall. 8 p.m.

Clarinet Workshop/Master Class.

Friday, November 20
 Stanley Hasty. Concert Hall. 2 to 4.30 p.m. and 7 to 9.30 p.m.

Saturday, November 21
 Stanley Hasty. 116 Edward Johnson Building. 10 a.m. to 12.30 p.m. and 2 to 4.30 p.m.
 Fees: Workshop \$25, Master Class \$55, Auditors \$7 per session. All sessions \$20.
 Registration information: 978-8251.

Information on all Conservatory concerts available from publicity office, 978-3771.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING**U of T Contemporary Music Ensemble.**

Friday, November 13
 Robin Engelmann, conductor. Walter Hall. 8 p.m.

Thursday Noon Series.

Thursday, November 19
 Recital by Boaz Sharon, University of Florida. Walter Hall. 12.15 p.m.

Faculty Artists Series.

Saturday, November 21
 William Aude and John Kruspe, piano; David Bourque, bassist horn; Vladimir Orloff, cello; Eugene Rittich, horn; and David Zafer, violin. Walter Hall. 8 p.m.
 Tickets \$10, students and seniors \$6.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

U of T Act of Remembrance.

Wednesday, November 11
 Soldiers' Tower. 10.40 a.m.; two minute silence starting at 11 a.m.
 (UTAA)

A Theory of Corporation using the Theory of the Core.

Wednesday, November 11
 Prof. Lester Telser, University of Chicago; law and economics workshop series. Solarium, Falconer Hall. Faculty of Law. 12 noon to 1.45 p.m.
 Fee \$3.

Information and registration: Joyce Williams, 978-6767. (Law)

Ceremony and Allegory of the Hunt in Late Medieval Europe.

Wednesday, November 11
 Aspects of Medieval and Renaissance Culture lunch-time video. 004 Northrop Frye Hall. 12.15 p.m. (Renaissance Studies)

Margaret Laurence: Her Life and Works.

Wednesday, November 11
 Tribute by President Em. Claude T. Bissell and films. Auditorium, Medical Sciences Building. 8 p.m. (UTWA)

Drug Use and AIDS.

Thursday, November 12
 Public forum; panelists: Prof. Peter Mercer, University of Western Ontario; Dr. Stan Read, Hospital for Sick Children; Dr. Diane Riley, Addiction Research Foundation; and Edith Springer, Association for Drug Abuse Prevention and Treatment.

Brooklyn. Auditorium. Addiction Research Foundation. 7.30 to 9.30 p.m.
 Information: 595-6102. (ARF)

Book Sale.

Saturday, November 14; Monday, November 16; and Tuesday, November 17
 New and used books of all kinds, rare books, "treasures". West Hall. University College. Opening day admission \$1.00.
 Hours: Saturday, 10 a.m. to 4 p.m.; Monday, 10 a.m. to 6 p.m.; Tuesday, 10 a.m. to 2 p.m.
 (UC Alumni Association)

Tools in Medieval Life, and The Medieval Plough.

Wednesday, November 18
 Aspects of Medieval and Renaissance Culture lunch-time video. 004 Northrop Frye Hall. 12.15 p.m. (Renaissance Studies)

A Note on the Application of Interpretive Theory to Legal Practice.

Friday, November 20
 Prof. Joseph Vining, University of Michigan; legal theory workshop series. Solarium, Falconer Hall, Faculty of Law. 1 to 3 p.m.
 Fee \$3.
 Information and registration: Joyce Williams, 978-6767. (Law)

EXHIBITIONS

FACULTY OF ARCHITECTURE & LANDSCAPE ARCHITECTURE**Piece by Piece.**

To November 12
 Architecture and projects of Italian architect Renzo Piano.

Warren H. Manning: Landscape Architect, 1860-1938.

November 17 to December 10
 Original drawings from the Warren H. Manning Collection at Iowa State University. The Galleries, 230 College St.
 Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

The Campus in the 19th Century: Toward a Visual History through Architectural Drawings and Archival Photographs.

To November 12
 Curator: D. Richardson. Both galleries.

Printshops of Canada.

November 19 to December 17
 Both galleries.
 Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

ROBERTS LIBRARY**Anne Frank and her Diary.**

To November 25
 Through photographs and documents, Anne Frank's life is traced from the time of her birth, through the period of her family's hiding, to her death in a concentration camp; produced by the Anne Frank Center, New York and sponsored by B'nai B'rith Hillel Foundation and the Jewish Students' Union. Main Display Area.

The Wonder of Origami.

To November 25
 The art of paperfolding by Timothy Murphy, Thousand Crane Paper Folding. South entrance, lobby display case.
 Hours: Monday to Friday, 8.30 to midnight; Saturday, 9 a.m. to 5 p.m.; Sunday, 1 to 10 p.m.

ERINDALE COLLEGE**Eye of the Intellect, Barker Fairley: Portraits of his Colleagues.**

To November 30
 Represents five decades of paintings. Art Gallery, South Building.
 Gallery hours: Daily, 1 to 5 p.m.

THOMAS FISHER RARE BOOK LIBRARY**Ex Bibliotheca Vogriana Gilberti Bagnani: An Exhibition of Books from the Bequest of Gilbert Bagnani.**

To December 23
 An exhibition of books from the Bagnani collection. 2nd floor.
 Hours: Monday to Friday, 9 a.m. to 5 p.m.

SCARBOROUGH COLLEGE**Innovation: Subject and Technique.**

November 16 to December 11
 Features prints by 42 artists from across Canada; co-sponsored by the Print & Drawing Council of Canada. Opening, Nov. 12, 8 p.m. at the Meeting Place. The Gallery and Bladen Library.
 Hours: Monday to Friday, 11 a.m. to 4 p.m.

The Faculty Association

PRESENTS:

"GAMBLING WITH GOVERNANCE"

A symposium on Governance and the University Community

Faculty members will engage in a lively exchange of views on the problems of and solutions to the ever-vexing question of governance at the University.

4:00 TO 6:30 pm

Thursday, November 12th
East Common Room, Hart House

Discussion will be punctuated by
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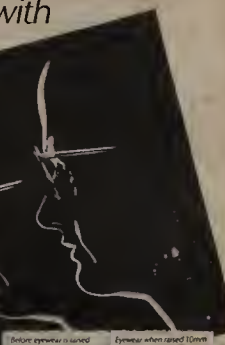
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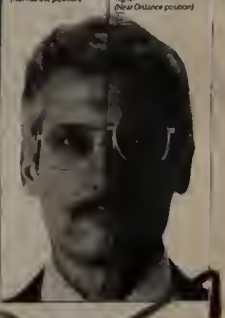
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Disclosing the mind of an educator

by Edward Andrew

Readers of the *Bulletin* will have noted the spirited debate about the proposal to hire women for university positions where male candidates' qualifications are not demonstrably superior. Allan Bloom, who was one of the most outstanding teachers at the University of Toronto in recent decades, has written a best-selling "non-fictional" work attacking the principle of affirmative action. Although two of his better students have already presented Bloom's arguments to the *Bulletin*, reference to *The Closing of the American Mind* might serve to explain why he was such a popular teacher and why he thinks gender-blindness an impossible ideal.

A review in the *Times Literary Supplement* entitled "The Colonel and the Professor" found parallels between the political stances of Oliver North and Allan Bloom; it concluded that *Closing* is a book "decent people would be ashamed to have written." Indeed, no decent person — as the notion would be understood by either Oliver North or Ed Broadbent — could have written such a readable book. Some of us who knew Bloom when he taught at the University of Toronto in the 1970s found his political views preposterous or disgusting but were still attracted to a man whose mind surpassed the conventional decencies for which he professed respect. In *Closing*, Bloom professes his adherence to property and industry, equality of opportunity, sexual propriety, God, country and family. He is a professor, but he is also a thinker. What gives relish to his book is that he is about as American as apple and kohlrabi pie.

The thesis of the book is that students are less educable now than in the 1960s. Students no longer long for anything higher than the yuppie lifestyle. Only rock music, Bloom contends, expands the soul beyond the specialized skills required by careerist consumers. The cause of curtailed longings is that the student movement of the 1960s and early 70s succeeded — succeeded in eliminating the discipline of a liberal arts education, in replacing the fare of great books with the plastic, packaged fast foods of a cafeteria-style education, in lowering standards through affirmative action for blacks and women. The sexual revolution and feminism have flattened the souls of the youth or made them "spiritually detumescent". Bloom sees absolutely nothing positive to have come out of the student movement of the 1960s. He overlooks the central demand of the student then — for relevance in education.

Bloom's success as a teacher is due to his pre-empting of the students' demand for relevance. He has never taught the great books as "dead letters" or monuments from the past; he scorns scholarly methods of locating texts in a historical context; he teaches Plato and

Thucydides, Shakespeare and Swift, Rousseau and Flaubert as if they were present in the classroom, speaking to the students about what most concerns them. In his preface (p.19), Bloom describes what is essential to the vocation of a teacher: "Attention to the young, knowing what their hungers are and what they can digest, is the essence of the craft. One must spy out and elicit those hungers. For there is no real education that does not respond to felt need; anything else is trifling display."

Very few teachers have attempted to spy out the inner recesses of students' minds as Bloom does; few claim to know as much about the illusionless and passionless sex lives of students or the meaning of their love for Michael Jackson, Prince, Boy George *et al.* Bloom "knows" that children of divorced parents, or those whose parents both work, lack the confidence to explore the full range of human experience, to break their womb-like attachments to Plato's cave. Career women are anathema to Bloom because one full-time mom is worth infinitely more to insatiably narcissistic children than two half-time parents (p.128) and because children by nature belong more to the mother than the father (p.105). The project of making men, care for children "must inevitably fail" (p.129). Bloom's book raises the question of the desirability of educating women at universities.

"One full-time mom is worth infinitely more to insatiably narcissistic children than two half-time parents."

Are educated women more likely to stimulate the nurture of children or to be frustrated in their child-care roles? (It goes without saying that Bloom does not consider such support systems for full-time mothers as drop-in centres, improvements in day-care centres or other alternatives to the "natural" role of full-time, middle-class mom. That wealthy women have always farmed out childcare to nurses, nannies and tutors has not touched Bloom's unshakeable faith in a natural, nurturing role for women. Plato's proposals regarding women are considered a joke; Rousseau's patriarchal family — with the mom who lives for her curly-haired boy — is presented as a product of nature, although Rousseau knew, and Bloom knows, better.) Affirmative action in the hiring of males (at least relative to married women) for university posts would seem implicit in *Closing*.

The proper function of women is to provide universities with male students uncorrupted by casual sex or Mick Jagger. Bloom writes (pp.135-6) with the searing Rousseauian exhibitionism of the self-consciously electric teacher:

A significant number of students used to arrive at the university physically and spiritually virginal, expecting to lose their innocence there . . . This powerful tension, this literal lust for knowledge, was what a teacher could see in the eyes of



Edward Andrew, a former colleague of Allan Bloom

those who flattered him by giving such evidence of their need for him. His own satisfaction was promised by having something with which to feed their hunger, an overflow to bestow on their emptiness. His joy was in hearing the ecstatic "Oh, yes!" as he dished up Shakespeare and Hegel to minister to their need. Pimp and midwife really described him well.

Female teachers perhaps can pander to their students and assist in the birth of ideas as well as men. However, it is highly doubtful that women could share Bloom's experience of the explosive discharge of seminal ideas or his pride in his potent performance. Indeed, few men could contest the palpable charge Bloom gets from teaching.

If the strength of Bloom's book derives from his love of select students, its weakness is due to his hatred of political egalitarianism. The last 70 pages of *Closing* do little more than vent his resentment at his colleagues at Cornell who bowed to black students' demands in the late 1960s. Because Bloom believes that American universities have long been in a process of decay arising from professors' lack of confidence in the worth of what they are teaching, his Cornell experience serves as an illustration of a pervasive decadence or, in short, a footnote to a theme. Bloom, who thinks the politics of resentment are the property of egalitarian leftists, is blind to the consequences of his own and his fellow rightists' resentment of modernity.

Let us consider Bloom's praise of the anti-Semitic novelist Louis Ferdinand Céline and Bloom's desire that Céline's conscious nihilism replace his students' unconscious nihilism:

If [Céline's *Journey to the End of the Night*] could be force-fed to them, it might motivate them to reconsider, to regard it as urgent to think through their premises, to make their nihilism explicit and examine it seriously. As an image of our intellectual condition, I keep being reminded

of the newsreel pictures of Frenchmen splashing happily in the water of the seashore, enjoying the paid annual vacations legislated by Leon Blum's Popular Front Government. It was 1936, the same year that Hitler was permitted to occupy the Rhineland. (p.239)

Bloom's political judgement is questionable here. He implies that the Popular Front forces allowed the triumph of Hitlerism, and that they, not Céline, were collaborators with Nazism. However the novelist Bloom admires was so poisoned by rage at Blum's welfarism, by resentment at the fat-cat Jewish capitalist socialists, that he welcomed Hitler, perhaps the only man more eaten up with resentment against modernity than Céline himself. Bloom's blindness to the spirit of revenge amongst his fellow right-wingers, coupled with his distrust of the ability of popular fronts to resist evil, renders suspect his political judgement.

Bloom concludes his book (p.382) with the assertion that the fate of freedom has descended upon America, just as the fate of philosophy has fallen to American universities. It is indeed fortunate that the American polity is perfectly just; students at the leading American universities "are not there because of anything other than natural talent and hard work at their earlier studies." (p.90) Since Bloom believes

only a few can know the truth about justice, and the many must believe salutary myths, one has difficulty assessing his profession of belief in the equal opportunity of all Americans to hold forth the torch of freedom to enlighten the less fortunate. I hope the old Tartuffe is chuckling all the way to the bank with the phenomenal sales of his book.

Edward Andrew is a member of the Department of Political Science at Scarborough College. Allan Bloom, a member of the Department of Political Economy at U of T, 1970-78, will lecture here on Thursday, Jan. 21, at 8 p.m. in Convocation Hall.

"The proper function of women is to provide universities with male students."

Middle-aged men as effective on search committees as in grading papers, reviewing books

After a statement in the UTFA newsletter on the subject of the proposed new hiring policy, and then several exchanges of letters in the *Bulletin*, one thing has become clear. Systemic discrimination against women as practised by hiring committees in this university is like original sin in the world at large: the evidence in each case falls short of any merely rational standard, but its meaning is clear to the eye of faith. Only this can explain the absence of anything that could plausibly be called proof in the arguments of those defending the draft policy. Instead of proof we have had much repetition of the claim that prejudice is common knowledge, one imaginative dramatization of how it is typically expressed in committees, an allusion to what engineers do to inflatable dolls as evidence of how committee members think, an anecdote about a Professor X, a fair amount of abusive innuendo, some worldly scepticism about alleged "scholarly standards", and a small rag-bag of statistics. These last show that the percentage of women in teaching positions at this university is much less than the percentage of women in society

and among students, and that one department has appointed no tenure-track women for 12 years. The figures are striking as far as they go, but they do not even begin to prove what they are evidently taken to prove, that there has been widespread discrimination against women candidates on recent search committees. In order to appraise that claim, one would first have to know, for each division and department, how the percentage of female appointees over, say, the past decade compares with the percentage of female applicants over the same period. If these figures are known and if they support UTFA's case, why have they not been brought out? Prof. Marrus made a similar point a few weeks ago, and it has been ignored.

A recurrent theme of some letters is the alleged naïveté of taking seriously the prattle of middle-aged men about "scholarly judgments" and "standards of excellence". ("Prattle" is Prof. Davis' word.) There is evidence, says Prof. Gold, that male arbiters cannot help thinking that women are worse, other things being equal. Academic evaluations are always partly subjective, says

Prof. Finlayson, and on committees of middle-aged men they tend to be weighted against women. But if we must be cynical, why be selectively cynical and assume that men show their prejudices only when they congregate on committees? The letters of recommendation and the grades submitted for job candidates are also largely drawn up by middle-aged men. Where the candidates have written books, the reviews are often written by middle-aged men. If anti-female attitudes are so deeply ingrained in this group, then the supposedly hard evidence of the candidate's dossier is as soft as the heads of the committeemen who interpret it. It is odd that our otherwise sceptical colleagues should think that the search committee can use that dossier to show the provost that one candidate is "demonstrably better" than another candidate of a different sex. The theory of the draft proposal, with its contrast between strictly academic data, on which to base demonstrations, and partly subjective appraisals, will not wash. If the proposal is adopted, this will soon be understood, and the rules will come to be applied as a virtual affirmative action policy in which evidence of relative merit is simply overridden. A real affirmative action policy, whatever might be said against it, would be easier to take seriously.

Michael J. O'Brien
Department of Classics

Does advocating excellence exclude women?

The letters on hiring policy at this university are getting longer and longer, and simple facts are getting buried.

It seems to me that advocates of "academic excellence" may be victims of false consciousness. They may simply not want women on faculty. They would not admit this to anyone, least of all themselves. And so they treat us to a series of exhibitions of sanctimonious chest-thumping. Psychiatrists are familiar with this sort of thing, and know that until the practitioner of this simian art can understand that this is what he or she is doing, he or she will be unable to perceive disagreeable reality.

That reality is complex. There are personal attitudes to consider. There is also the collective reality: that this university, like most others, has discriminated and continues to discriminate against women. Professor Finlayson's ironical point that even with what are perceived to be exemplary procedures the Department of History has still managed to achieve 10 males out of the last 10 tenure-stream appointments is proof enough of that.

Somehow this has got to stop. The suggested guidelines seem an excellent way of getting us on to a more civilized track.

Julian Dent
Department of History

Gender blindness can mean blindness to females

The opponents of the proposal to use gender as one criterion in the hiring of new academic staff argue that we should stay with the current "gender-blind" policy of hiring on the basis of "academic excellence". Those who favour gender blindness fail to realize that the current systemic discrimination at this university is due to a form of female gender blindness, blindness to the female gender.

We are so accustomed to not finding women among the university faculty that many of us, women as well as men,

take this imbalance as natural. This view was expressed by Rosemary Mackay in your Oct. 26 issue, who assumes that the imbalance exists because "Many women simply have other objectives when they finish the PhD program". This is probably true, but an astute academic should go beyond the data and ask why. Could it possibly be that women often opt out of pursuing academic careers because of the paucity of role models? Or do they opt out because they realize the difficulty of pursuing an academic career while also being expected to take on the major responsibility in raising a family? Or do they opt out because they perceive (correctly) that the deck is stacked against them. Or maybe they don't opt out at all, but never have a chance to be considered.

Professor Mackay goes on to ask if "our graduates are warped because they have been taught chiefly by men". In my opinion the answer is yes. Not because women might be better teachers or better scholars than men, but because the preponderance of male faculty perpetuates the belief that women don't belong, aren't welcome, or can't make it in the highest levels of academia.

It is sad, but not surprising, that Professor Mackay does not appreciate the difficulties that her sex encounters. It is not surprising because she, despite the odds, is one of the few who made it.

Lori McElroy
Department of Psychology

Letters may be edited for length or clarity.

Candidate's sex should not be a consideration in hiring

I have been watching with interest and growing dismay the debate at your university concerning gender and hiring policy. Perhaps I should state from the outset that in my opinion the two words *gender* and *hiring* should be completely unrelated; they do not belong in the same documents except perhaps in an explicit sentence that they not be related. It seems to me that female academics have a special responsibility to speak out on this matter, and it distresses me that I've not seen any written opinion in the *Bulletin* from female faculty members at Toronto. Accordingly, I am taking the liberty of writing to you from my office in the physics department at York. I should point out that I am not a totally unauthorized intruder in this matter, as I am very well acquainted with your physics department and hold three degrees from your institution.

In short, I disagree totally with the proposal that the sex of the candidate be explicitly considered in hiring decisions. Here are some of my reasons:

1. A university is entrusted with the responsibility of producing the best possible education for students and the best possible scholarship for our country (and the world). It should be, first and foremost, dedicated to the pursuit of excellence. Excellence does not come in quotas.

2. A person's sex is not now, any more than it ever was in the past, a valid criterion on which to judge his or her suitability for an academic position. To do so now only lends legitimacy to a deplorable practice which may have existed in the past, and if so, should be stamped out.

3. It is in fact both patronizing and insulting to women to suggest that they cannot compete successfully with men on an equal footing. Moreover, the women hired under this policy will likely find themselves under a permanent cloud, no matter how good they actually are.

4. On the usual argument of redressing past wrongs: unfortunately, you can't. The wrongs committed against one generation of women cannot be corrected by committing comparable wrongs now against their sons.

I hope that calmer heads will eventually prevail at U of T. Would it not be appropriate to simply deplore strongly sex (and all other forms of) discrimination in hiring and attempt to set up policing mechanisms in some appropriate office (of the provost, say) to hear complaints and otherwise ensure that such discrimination does not occur?

Helen Freedhoff
York University

In praise of U of T Day workers

May I congratulate everyone who organized and participated in U of T Day. I was particularly impressed by the enthusiasm of every member of the faculty and of the students who manned the many exhibits. Their pride in their work helped make one appreciate that the University of Toronto is a vital centre for learning.

My own reaction at the end of a rather long day was that I had learned more about what this university exemplifies than in my previous eight years on Governing Council.

Thank you all.

St. Clair Balfour
Chairman, Governing Council

Systemic discrimination requires remedial action

I wonder why no one in this "debate" on the proposed amendments to the policies and procedures on hiring has referred to the report of the *ad hoc* committee on the status of women, which was released over a year ago. Is it possible that this document, with its clear explanation of the nature of gender inequality at the University, informed none of us? The structural nature of gender inequality is explained in the report, which says (on page 2): "The notion of discrimination assumes that women and men stand in essentially the same relation to opportunities in the University. It assumes that the University is essentially gender-neutral and that the apparent inequalities of women and men are the effects of bias. Eliminate it [bias] and inequality will be rectified. But the matter goes deeper than that."

At the risk of insulting the reader's intelligence, allow me to explain how "the matter goes deeper". Specifically, I wish to explain what is meant by "systemic discrimination" against women. The concept does not refer to differential treatment of women — conscious or otherwise — by men who make hiring decisions. (Not that differential treatment does not occur! In fact, according to social-psychological research different judgements are made of documents such as *curriculum vitae* or written work, depending on whether a man's or woman's name is attached to them.) Rather, systemic discrimination refers to social arrangements that put women and men in different positions, entailing different life chances. Ultimately those differences come down to women's responsibility for the domestic sphere and the care of chil-

dren; even women without families negotiate a world predicated on women's attachment to the family. The consequences of a gender-divided society are clear in women's position in the labour force. Labour-market research (including my own) shows that women and men with the same credentials typically end up in different jobs (sometimes doing the same work, but with different job titles); that these women and men obtain significantly different earnings; and that even when they are in the same jobs as men, women are typically paid less than men.

All this has the following consequences for academe. As undergraduates, women can compete on an even standing with men (in some fields anyway), and they do; since 1987, over 50 percent of BAs in Ontario have gone to women. Getting through graduate school is far more difficult, partly because marriage and child rearing often overlap with graduate work: it is unfortunately still the case that marriage and children have different implications for women than for men. Often women who finish graduate school have taken time out for their families, or began the process as mature students. During their years of graduate school and thereafter, women tend to be slightly less "productive" than men — not surprisingly, given different domestic responsibilities but also the absence of collegial stimulation and support facing token women surrounded by male colleagues. Meanwhile, in hiring competitions, women are less likely than men to be judged "best" because of the general unconscious bias in assessment referred to above, differential judgements about types of scholarship and fields of research (e.g., in sociology, the fascination with quantitative methods, an area dominated by men, handicaps theorists, social historians, etc., who are more likely to be women) and other factors too numerous to list here.

Though structural factors operate more subtly and thus are more pernicious, bias is also a problem. As long as we know a candidate's gender, and because those of us doing the hiring have gender identities, our assessments of candidates will never be "gender-blind". Consequently, the only informed way to deal with the problem of gender is to acknowledge it rather than believing in a fantasy world in which people are "unbiased" (i.e., have no personal history or identity) and in which gender is not a significant category of social structure. A concern for equal opportunity and fair results must prompt

remedial action.

In considering such action, we should keep in mind how weak the proposed policies are relative to the affirmative-action policies that public universities in the US have had for two decades, and those policies that other universities in Ontario are now adopting. We should also get rid of the assumption that working towards gender equality will be easy. Finally, we should entertain the possibility that the women we hire today may just turn out to be among our best scholars and teachers tomorrow. Or is that the fear?

Bonnie J. Fox
Department of Sociology

Data needed on minorities represented on faculty

It is most timely for Nanda Choudhry (*Bulletin*, Oct. 26) to propose attention to visible minorities in the University's hiring process, in the same way that attention is already being paid to women. Discrimination has been common in the past against both groups, and in both respects the will now exists to overcome the sorry heritage of unfairness.

We hope that the negotiations already under way will lead to formal procedures which will guarantee proper consideration of female candidates. The barriers faced by minority scholars, though different in detail, may yield to similar efforts. We suggest that the University of Toronto Faculty Association create an *ad hoc* committee to assemble data on minority representation in faculty units and in the respective pools of potential applicants. We suggest further that UTFA, together with the administration and staff representatives, draw up a procedure for future faculty hiring decisions to

ensure that qualified minority scholars are not passed by. (Might Professor Choudhry be pressed into service?)

At some point in the next few years, the University's measures for equity in hiring will undergo scrutiny by the federal government under Bill 105. This is part of the picture, though it has properly not been given prominence in campus discussion of the issue. If such measures ran counter to the academic spirit and enterprise, the law would raise problems for the whole community. The reverse is the case. It is in the interests of professors and other members of the academic community to achieve a more balanced composition of our faculty.

Chandler Davis
Department of Mathematics

Helen Rosenthal
Physical Sciences
Scarborough College

List full names to show gender

The Department of Mathematics has been receiving some brickbats in the columns of the *Bulletin* lately for its sexist attitudes. May I offer one small bouquet? In the department's staff list for this year, for the first time, full names are given rather than surnames and initials. I suggested to Dean Armstrong in 1985 that this change be made in the arts and science calendar, but he declined to implement it. The matter may seem trivial, but the change seems to me to have several advantages:

- The listing becomes more personal. It is agreeable to know the first names of one's colleagues.
- Listing by surnames and initials conceals imbalance between men and women staff. Although full names do not always indicate sex, they usually do.
- It would be useful, for instance women students wishing to discuss career possibilities, to be able to contact women members of departments; listing by full names facilitates this.
- The recent letter from Professor John Dove indicated the need for role models for women graduate students. Listing by full names demonstrates that although there may not be many, there are some, and it identifies them.

Perhaps other departments might wish to consider the matter.

Elizabeth Rowlinson
Department of Mathematics and
St. Hilda's College

Affirmative action could threaten academic standards

The main danger with the proposal to use reverse discrimination in academic hiring is that it attacks a principle which is already difficult to implement when one has to choose candidates within a short list. The principle is the primacy of academic merit, and the problem is that discriminations in terms of merit among candidates in a short list are quite difficult to make.

All candidates satisfy some minimal standard (which is why they have got on the short list), but after that the ranking on relative merit is a complex and subject-specific matter, that must be left, as far as possible, to the experts in the subject under consideration. In most cases, there will not be "demonstrable" differences among candidates, especi-

ally when the "demonstration" has to satisfy a "big-sister" outsider who is not conversant with the specifics of the job field.

Accordingly, if the proposal were to be adopted, then I suspect that any woman who cares for her academic reputation would not wish to be hired over a man in such a "sheltered-workshop" institution, where "big sister" assesses whether merit differences in a short list are "demonstrable" or not. Rather, she should prefer to work in an institution with a better sense of what it means to have a high academic reputation.

John J. Furedy
Department of Psychology

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Critics of policy on employment equity are missing the point: UTFA president

Several years ago, the administration proposed changes to the appointments policy. Since that initial proposal, both administration and faculty association have yet to "hammer out" a final draft. Among other changes proposed by both parties were the changes affecting women that have received so much press coverage of late. What was surprising to negotiators on both sides of the table was the fact that both parties proposed very similar, although not identical changes to the policy which would ensure that some measures to reduce systemic discrimination against women were instituted. There were many disagreements between the administration and UTFA on changes to the policy; however, the disagreements were not over the changes which would enhance women's status at the University. Instead such changes were seen by both sides to be absolutely necessary.

Finally, the negotiators agreed to a changed policy that each side would present to its council, although both sides knew that the drafting would need a second look and subsequent "tidying up" negotiation.

UTFA Council debated the proposed changes; and, after an extended debate that went on over several meetings, these proposals were approved in principle.

Since the administration agreed to the same principles, it seemed it would be possible to work out details in an expeditious manner. A few more negotiating sessions, and then debate on the final draft at UTFA Council and in Governing Council.

Subsequently the proposals have had a thorough discussion in the columns of the *Bulletin*. What now, one may well ask, is happening?

The critics of the proposed changes have largely failed to address the issues: they raise a dust and then complain that they cannot see.

The alleged fear is that an academically weaker candidate will be hired. Under the proposed policy that will never happen (unless, of course, mistakes are made, but no human institution is free from this possibility, neither the present one, nor the proposed one, so this is no objection to the proposal).

There are three crucial features in the proposal. First, for any new appointment the offer should always go to the candidate ranked best by the academically relevant criteria, except when no one candidate is ranked

best, i.e., where there are two on the top who are equally good. Here the choice will of necessity be made on non-academic grounds. The proposed policy says that in a case like this, if one sex is under-represented in a unit, and if two candidates of the opposite sexes have been ranked equal by the relevant academic criteria, then the offer should go to the candidate of the under-represented sex. Note that *in no case will an offer ever go to a person ranked less than the best*. So much for the charge that academically weaker candidates will be favoured.

Second, in order to strengthen present policy, it is proposed that a search committee not only rank candidates but give reasons which demonstrate that its ranking is, according to the relevant academic criteria, correct. It has been suggested that the proposal is perhaps okay except that this term "demonstrable" is ambiguous; so the proposal ought to be rejected. If someone has a better wording that would achieve the same end, let us hear it: unfortunately, negative rather than constructive criticism seems to be the order of the day.

Third, search committees will be asked to put their rankings and their reasons down on paper in a way that will make clear that no bad reasons, especially no gender discrimination, entered into the deliberations.

It has been suggested that the proposals leave open how committees are to decide when two candidates of the same sex are judged equal. That is true but irrelevant, since those cases themselves are irrelevant to the issue at hand, systemic gender discrimination.

It has been suggested that there are other sorts of discrimination at the University which UTFA and the administration should address. No doubt we should. It does not follow that we should not address the issue of gender discrimination.

The issue is, of course, a moral one. Should we not undertake steps to end gender discrimination? Obviously, we should. Equally obviously, what we have done so far has not been successful. Over the last 25 years the percentage of women undergraduates in Canadian universities has increased dramatically — from less than one-fifth in 1955 to about one-third in 1973 to near one-half in 1985; much of the growth in student numbers is due simply to the fact that

women have decided to attend university. In doctoral studies there has been a similar growth in the proportion of women: in Ontario 22 percent of doctoral students were women in 1974-75; in 1984-85, 35 percent were women. But in that same period the number of

women doctoral students per woman faculty member rose from 1.71 in 1974-75 to 2.18 in 1984-85. The fact that the ratio has become worse over time demonstrates that even policies which, on their face, do not seem to contain discriminatory language, produce discriminatory results. And the situation is not improving.

The injustice of this systemic discrimination ought to be ended. But if the issue is moral, it is also professional: we surely owe it to our students that they have an equal opportunity to move ahead in the profession.

Moreover, the issue is also pragmatic. The provincial government, like others who have looked at the issue, has identified a systemic problem. Two years ago the government used the faculty renewal portion of its university excellence fund to induce the universities to hire young, female, academics. (Some 57 percent of the faculty renewal fund was used to hire women.) The government identified a problem, and via inducement, attempted its correction.

The government is prepared to go beyond inducement, however. In its recent pay equity legislation, designed to combat salary inequities for women, the government has shown itself willing to legislate a mechanism to force an end to an inequity. If we do not address the problem ourselves, others will, and quite possibly in ways that we will not like.

In addition, we must recognize that the obligation to develop an employment equity policy is *legal*. Last year the federal government's Department of Employment & Immigration put in place its federal contractors' program. This program requires businesses and institutions, including universities, which wish to bid on contracts of \$200,000 or more with the federal government to commit themselves to achieving employment equity for women, aboriginal people, visible minorities and people with disabilities. The University of Toronto, and 17 other Canadian universities, 10 in Ontario, anticipating bidding on such contracts, have signed a certificate of commitment to employment equity. The federal contractors' program requires among other things, (a) "collection and maintenance of information on the employment status of designated group employees"; (b) "elimination or modification of those human resource policies, practices and systems, whether formal or informal", that cause inequities, i.e., as the program states, "systemic discrimination"; (c) "establishment of goals for the hiring and promotion of designated group employees."

It is clear that, in signing the certificate of commitment, the University of Toronto has undertaken to put in place just the sort of hiring policy that UTFA is attempting to negotiate.

So where are we now?

Negotiations began last June. Some work was completed, but talks ended when one vice-provost went on leave. That was the excuse for calling a recess. Since then UTFA has repeatedly asked the administration to return to the negotiating table. As repeatedly our requests have been met with silence.

It is not only time that the administration stopped delaying and got back to the negotiating table, but time that it began to take a leadership role on this issue.

The proposed policy is modest, but it is a step in the right direction. UTFA is hardly being innovative in proposing it. Agreements at Dalhousie and Carleton include such policies, using much the same wording as the administration has agreed upon ("under-represented sex",

"demonstrably" [Carleton] or "substantially" [Dalhousie] better, etc.). And if one is the sort who holds that the "Harvard of the north" should never be impressed by Canadian examples, let me quote from the American Association of University Professors' "Recommended Procedures for Increasing the Number of Minority Persons and Women on College and University Faculties":

"Affirmative action may... permit the inclusion of sex or race among a number of characteristics assessed in a potential candidate — along with his or her publications, area of specialization, academic credentials, etc. Sound academic practice requires that these criteria provide the basis for a complex assessment of relative merit and not merely establish a large pool of minimally qualified candidates. Nonetheless, it is frequently the case that the selection process generates a group of two or more highly rated candidates who are viewed as approximately equivalent. In such circumstances, and in the interests of diversity, affirmative action considerations might control the final selection. This type of selectivity is still consistent with the principle of non-discrimination in that, as a matter of faculty judgment, the decision may be made that more males are needed in a predominantly female department or more whites in a predominantly black situation. It should be kept in mind, however, that what is permissible or desirable in race- or sex-sensitive selectivity in the appointment process differs from what may be permissible in subsequent personnel decisions."

The University *ought* to have a policy like this. Moreover, the University is committed to developing such a policy. It is the administration's obligation to do so. To do this, it must get back to the negotiating table.

It must, moreover, end its strange silence on the topic. UTFA has not been silent. As well, many members of UTFA have written to defend the proposals as an attempt to end systemic discrimination against women. But we have not heard from the provost. We have not heard from the president. Perhaps they do not, after all, like the proposals now on the table. Perhaps they are thinking about a further step that might be needed under the federal contractors' program if systemic discrimination is not eliminated, namely (to quote from the document signed by the administration), the "establishment of goals for the hiring, training and promotion of designated group employees": "Having determined in which areas steps are needed to correct systemic discriminatory practices, the firm will be in a position to establish goals and time-tables for the increased participation of designated groups in its various occupational categories." Women are among the designated categories.

The administration stands at the head of this university. It even claims to lead. It should do that.

Let it get back the negotiating table.

Let it defend the policy as one to which the University is committed, and as one that the University, in the name of justice and professional fairness, ought to adopt.

Fred Wilson
President
University of Toronto Faculty Association



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LETTERS

Proposed hiring policy would eliminate irrational considerations

As an academic and a scientist I'm puzzled by the objections to the proposed employment equity provisions. Opponents of the measure, and even some of its supporters, suggest that it will introduce non-academic elements into the hiring process. But, on the contrary, the effect of the policy will be to make the hiring process conform to the highest standards of the academic community. The policy does not say that a male candidate must be substantially or significantly better than a female candidate. It says that the candidate must be *demonstrably* better. That is there must be clear, thoughtful, explicit well-argued reasons for hiring the male candidate. The policy does not prevent anyone from hiring a male candidate if there are good reasons for preferring that candidate. What it does do is prevent people from hiring the candidate because of whims, hunches, intuitions or feelings — because, for example, they would feel more comfortable or familiar with the male candidate or because the female candidate makes them feel anxious.

Surely this is entirely within the traditions of academic decision-making. We would find it unacceptable, for example, to reject a journal article or a grant proposal because it made us feel bad or rubbed us the wrong way. Even if irrational elements do enter into our decision-making at some point we still have to provide good, sound, well-argued reasons for our decisions to the editor or the granting agency. We would hardly object to a granting agency which required that one

proposal be preferred to another only if it were demonstrably better.

Prejudice and discrimination by their very nature are irrational forces. They thrive in mystery and darkness, in vague, unexamined preferences, impulses and impressions. Nowadays we are unlikely to hear explicitly discriminatory comments in hiring committees. Discrimination is more likely to be expressed in inarticulate and often even unconscious preferences and impressions; the preference for the familiar or the comfortable, or the impression that a woman candidate is too meek or too aggressive. Academics, intellectuals and scientists should have as their deepest responsibility and most profound principle to hold such preferences and impressions up to the light of day, to discover whether they will withstand argued, thoughtful, self-conscious, rational scrutiny. The proposed hiring policy simply requires that we take special care to exercise this responsibility, to propound this principle, when we make decisions about hiring a man or a woman. It does not introduce irrational, non-academic elements into the hiring process; it is designed to reduce such elements.

It is ironic that many academics who have traditionally extolled the "masculine" academic virtues of thoughtfulness and reasoned argument are apparently so anxious at the thought that these standards will be applied to their own decision-making. Of course it may be easier to insist on high standards of rational argument when we deal with the 15th-century monarchy or the

structure of a molecule than when we deal with our own deep-seated, highly charged and often unconscious feelings about men and women. "Knowing thyself" has always been tough. But if any community can ensure that they do try to know themselves, surely it is the university community. Surely we, of all people, can try to shine the flashlight of reasoned inquiry into even the darkest, dustiest, most fearsome attic corners.

Alison Gopnik
Psychology
Scarborough College

Glaring lack of gender balance

I found it very interesting that in the Issue for Oct. 13, on page one you outline the proposed changes in search committee personnel and policies to encourage hiring without gender bias. Then on page two there is an announcement of a search committee for a chairman of ophthalmology. On the committee there is one woman with 11 men.

Further comment is not necessary.

F. Marguerite Hill
Department of Medicine

Unequal representation of females on faculty a complex problem needing further thought

As a female faculty member I have been following the debate over the merits of the new hiring guidelines with some interest. However, my personal experience, and that of my students, forces me to agree with the (remarkably few) letters that point out that hiring bias is only one, and possibly the minor, source of the lack of women at this university, particularly in the sciences. For example, although women have comprised over half of the graduate students in the Department of Botany for many years, very few women have applied for any of our recently available faculty positions. The successful applicants were all men, but they were "demonstrably" the best candidates. I suspect that one of the reasons for this lack of female candidates is that by the time a woman has finished graduate school and a post-doctoral fellowship, she is usually close to 30. To become a faculty member, she is then faced with a 60-hour work week, or longer, if she wants to build a research and teaching program that will win her tenure. Her partner, if she has one, is likely to be faced with similar commitments to his profession and she is running out of time if she wants to start a family. Society still expects the woman, not the man, to make the sacrifices for the family, so it should not be too surprising that most female graduate students decide to find other occupations that are less demanding.

The current debate, therefore, misses the important point that a university career in the sciences may not be par-

ticularly attractive to any but a minority of qualified women. If the University wants more women faculty members, then it has to decide whether to bias the selection of new faculty members towards the minority of women applicants, or in some way to make faculty positions more attractive so that the number of female applicants increases. As Professor Rosemary Mackay points out (*Bulletin*, Oct. 26), we also need to

ask ourselves whether equal representation is so important and how far the University is willing to go in changing the nature of faculty positions in order to achieve it. Eliminating discrimination is obviously a good thing, but let us not confuse this issue with the totally different one of equal representation.

Michele C. Heath
Department of Botany

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Departments should set long-term goals to balance the sexes on the faculty

One can see that the present chairman of the Department of History has reason to be grateful for the démarche by the former president of the faculty association in the matter of hiring female faculty members. For the rest of us, however, that bold initiative has every appearance of being merely the first step in yet another U of T Special — a long, barren, divisive debate over the wording of a policy statement which, once adopted, passes into history as no longer relevant. This issue is not one which ought to be left to bargaining between the central administration and

the free-flying executive of UTFA. We need to make sure that the whole University is agreed on its objectives, and we must then go on to give leadership to the whole educational system; otherwise nothing will change very much.

In the first place, we need to agree on our objective. It's not enough to say that men and women ought to be roughly equal in numbers on the faculty, since that is open to two quite different interpretations: one, that men and women would be distributed equally across the faculty; the other, that there might be male concentrations and female concentrations, but overall numbers would be equal. I think our leaders mean the first; I fear that the result of their deliberations may be the second.

The point is not an idle one. First, there are different philosophical approaches to the matter. Mr. Pronger, for example, wants women and men to participate in totally integrated sports, on the ground that women can compete perfectly well with men of similar height, weight and age. The obvious objection is that this leaves the definition of sports firmly in the hands of men. Suppose women don't want to play these games, and would prefer games of their own which might be less violent and competitive than typical men's games? This question — who defines our culture and sets its goals? — is one which we, the University community, have to consider because it affects the pool of talent from which we derive undergraduates, our graduate students and ultimately our colleagues.

In my department we don't have much of a problem with the pool of talent so far as finding female candidates for jobs is concerned. Women have been active in university teaching in English for many years, and in substantial numbers since the 1960s, and we have little difficulty in finding first-rate female applicants for any position. Other departments, faced with the contemplated hiring policy, might not be so lucky, and would have to report that no suitable female candidate could be found. Over time, this situation would tend to reinforce itself, so that we would drift towards a split faculty, with women's departments and men's departments. And that, I think, would be unfortunate, since it would tend to bring into the University a kind of prejudice which could not take root generally when the faculty was predominantly male — the belief widely held in North America that important things are those done by men.

In *Time* recently, reports on the stock market crash mention only one woman by name, merely as attending a meeting. All the authorities and gurus whose views are reported are men, and the participants in the markets are

referred to as "moneymen". Women appear and are quoted a few pages further on, however, in articles on the victims of the crash. I think there is a real risk that the notion that men do while women help out will infect the University, and, encouraged by the fashionable emphasis on high technology, will lead first to the ghettoization of female faculty in the humanities and social sciences, and second to the progressive elimination of these disciplines as mere auxiliaries or even frills in an institution devoted to the real-world, hard-nosed disciplines of science, technology and business management.

If, as I hope, the community of this university wants to see a balance of male and female faculty throughout the University, we must give leadership now to the whole educational system. The crucial career decisions are not made at the university level, but way back at the entrance to secondary school, where the elementary school experience is the basis of choice. We must work with the schools on the common streaming of girls into less technical subjects, and the social attitudes which play a part in this. We might begin by sponsoring a conference on the subject.

For the longer term, we need to set goals. I suggest that every department in every faculty make a commitment that, from 1997 on, neither sex will constitute less than one-third nor more than two-thirds of its full-time faculty. That will give every department a stake in helping to develop a good pool of potential applicants of both sexes. That effort will make the University of Toronto a leader in North American education.

It will be apparent that, like Mr. Pronger, I am an unabashed integrationist so far as women are concerned. No doubt as the proportion of female faculty rises the ethos of the institution may change, but the shared cultural and educational assumptions are very large.

Rather different is the case of the Inuit, Dene and Indians referred to by Professor Corrigan. The Wampanoag

didn't have a university, for universities are a European invention, and the Pilgrim Fathers brought Harvard College in their baggage. We may talk of conferring the benefit of university education on native peoples, but what we're asking them to do is abandon their culture and accept ours — in other words, practising cultural imperialism. It's a problem for which there is no easy solution, but we might make a start by setting up a centre or an institute of northern studies that would officially bring together all those whose work focuses on the north. It might help to identify ways in which we could relate our interests to those of native peoples without compromising the cultural integrity of either.

John D. Baird
Department of English

Policy needed now

I understand that both the University Administration and the University of Toronto Faculty Association have agreed in principle on a policy to end gender discrimination in appointments and the consequent gender imbalance in the University's faculty.

Can we now hope for speedy implementation of this policy?

Margaret Currie
Chair
Librarians' Association
University of Toronto

I was pleased to hear that both the University administration and the University of Toronto Faculty Association have agreed in principle on a policy to end gender discrimination in appointments and the consequent gender imbalance in the University's faculty and librarians.

Can we now hope for implementation of this policy in the very near future?

Sandra McCaskill
Brindale College Library

I understand that both the University Administration and the University of Toronto Faculty Association have agreed in principle on a policy to end gender discrimination in appointments and consequent imbalance in the gender of the University's faculty and librarians.

Can we now hope for speedy implementation of this policy?

Elaine Goettler
Brindale College Library

Entrepreneurship taught in computer science

An article in the Oct. 26 *Bulletin*, "Science Council urges courses for entrepreneurs", stated that no faculty of science offers any courses in innovation or entrepreneurship. This may have been true when the Science Council of Canada published its paper but it is no longer true. The Department of Computer Science offers a course called "The Business of Software". This course is of an entrepreneurial nature.

Ronald Baecker
Department of Computer Science



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